



# **National Commission on Labour**

**ANALYSIS OF REPLIES**

**TO**

**COMMISSION'S QUESTIONNAIRE**

**W A G E S**

**( Section V of the Questionnaire )**

**January, 1969**

## P R E F A C E

The tables presented in this volume represent the views of institutions/persons to the Commission's questionnaire. Many of the answers to the questions posed were as exhaustive as the questions themselves and did not permit of a 'yes' or 'no' classification as is the case with questions drafted with specific cells for recording responses. The Commission's aim was to give complete liberty to respondents to express their views in whatever form they choose. Mechanical tabulation of such an information, therefore, was a difficult task. Nevertheless an attempt was made to divide the replies into as homogeneous groups as possible and tabulate frequency of reply to a particular question. In tabulating the information it was necessary to take into consideration the arguments in support of the replies but to bring them in the tabulation record has not been possible. This may reduce the utility of the statements in this compilation to some extent. But the data combined with other information that the Commission has collected will be found useful for analysis of views of different sections and also to check on the consistency of replies. The tables contained in the this volume will provide, we expect, useful source of information to research workers and experts who are interested in a study of labour problems.

### The Questionnaire

2. For the purpose of tabulation, the 230 questions in the Commission's Questionnaire required a further sub-division for making the replies amenable to coding and mechanical tabulation. There were 3 questions viz. Questions No. 38, 75 and 167 whose replies could not be tabulated mechanically. Excluding these, the remaining 227 questions were further divided into 416 more compact questions to facilitate coding. The classification of the initial questions and their sub-division for coding section-wise is as follows :

Sections	Total questions	Total questions including the sub-divisions
1	2	3
Section I	11	23
Section II	14	33
Section III	40	79
Section IV	63	103
Section V	36	61
Section VI	12	30
Section VII	15	25
Section VIII	12	24
Section IX	7	10
Section X	19	31
TOTAL	230	419

### Response

3. The questionnaire was widely canvassed among employers and their associations, workers and their unions, Government departments both in the Central and States, public sector undertakings and projects, co-operative establishments, universities and research institutions, individuals and experts and other organisations of different sizes and representing different political interests in the country. Since the questionnaire was open, it was left to the institutions/persons to add to the questions if they so chose. Most of the respondents preferred to deal the subject question by question in the same order as the questions were given in the questionnaire and not raise additional issues to be answered. Some replies did not conform to this pattern. However it was possible from them to understand reaction to the issues as posed, in the questionnaire. These responses, therefore, could be tabulated. There was yet another category of replies which did not touch any of the aspects on which the Commission sought assistance but contained views which, though otherwise useful, could not be included in the present tabulation.

4. A total of 704 written memoranda/replies were received by the Commission. Barring 170 replies/memoranda which had not touched on any of the 230 questions contained in the questionnaire and 10\* replies which could have been tabulated but were received late, the remaining 524 were included in the tabulation programme. A list of respondents whose replies figure in the tables contained in this volume is appended.

### Coding of Replies

5. Having broken down the 230 (227+3) questions into 419 (416+3) compact questions, the next stage in the tabulation plan was to convert the replies into numerical codes to facilitate processing on an Electronic computer. It was not possible to prepare a comprehensive code list in advance for obvious reasons. A two digit numerical code for replies of each question was devised after examining a few replies. The code list was, however, kept open and flexible to accommodate new types of answers. A group of investigators was given adequate training for the purposes of coding. Investigators had instructions to report to the Supervisor as soon as they come across a reply which could not be classified under any of the codes already devised. A new code was introduced for such reply and, to maintain uniformity, was communicated to all other investigators to enable them to make their list up-to-date. At regular intervals the codes brought up-to-date in this manner were discussed by the unit with a Senior Officer. All replies listed in the tables contained

\*We have verified subsequently that the inclusion of these replies will not change the conclusions which could be reached on the basis of tabulate replies.

in this volume, therefore, conform to the actual wordings of the respondents. In cases where some suggestions emerged from the replies all combinations of the suggestions had to be brought into the scheme of tabulation. In certain cases, the respondents modified their reply during the course of oral evidence. A corresponding change in reply codes had to be made to conform to the final reply.

6. An additional dimension had to be introduced in the tabulation scheme as Institutions/persons themselves required to be classified. Here also a two digit numerical code had to be adopted for the following types of sources of reply :

- (i) Category—Government departments, public sector projects/undertakings, private/public enterprises, employer's associations, trade unions, academic/research institutions, individuals, etc. (Separate codes were provided for large, medium and small employers and trade unions)
- (ii) Industry—from which the replies were received.
- (iii) Affiliation—of central trade unions or employers' organisations to which the responding unit is affiliated, if it is an association of employers or a trade union.

7. Apart from all possible care that was taken to ensure a correct and uniform coding, a 10 per cent random check was exercised to ensure accuracy.

#### Tabulation of data

8. After the coding of replies to the questionnaire, the code numbers were transcribed on summary code sheets. These code sheets were passed on to Computer Centre of the Planning Commission for further processing. The data were transcribed from the Code sheets to 80 column Punch cards and from punch cards to Magnetic disc. The processing of data was done on I.B.M. Computer 1620 Mark II. Decodification and further processing of tables was done by the mechanical tabulation unit.

#### Organisation

9. The entire tabulation work was done by the mechanical tabulation unit of the Commission comprising one Assistant Director, one Investigator (Grade I), three Investigators (Grade II) and a typist. In the later stages but for a short period of six weeks the strength of the unit had to be considerably augmented to cope with pressure of work. The whole process took about 15 months to complete.

#### Arrangement of Tables

10. There are 5 types of tables in this volume :

- (i) Replies classified by categories of respondents ;
- (ii) Replies classified by industries (Employers only);
- (iii) Replies classified by industries (Unions only);
- (iv) Replies of Central Trade Unions/Employers' Organisations and their affiliates;
- (v) Views of respondents on two or more related questions (para—1).

11. The first set of 419 tables, one for each question, gives a frequency distribution of replies classified by categories of respondents. Private employers and local trade unions have been further classified according to the number of workers employed by them or membership of trade unions. For purposes of this tabulation employer/trade union whose strength was below 500 was taken to be a small establishment or trade union ; from 500 to 999 was taken to be a medium sized establishment/trade union; and all other whose strength was over 1,000 was taken to be a large establishment/trade union. All central or All India Unions/Associations and their State/Regional branches were considered as large organisations.

12. The second and third sets of tables, 838 in all, classify the respondents by industries. These tables have been prepared separately for employers and trade unions. The list of industries in these tables is not comprehensive; only selected important industries have been taken for tabulation.

13. The fourth set gives the views of central unions and employers organisations juxtaposed with those of their affiliates. These tables have been prepared for 273 questions only.

14. The last set gives the views of respondents on related questions. These tables have been prepared separately for (i) Government departments, (ii) public sector employers, (iii) private employers, (iv) trade unions, and (v) All respondents put together.

NEW DELHI :  
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## APPENDIX

### LIST OF RESPONDENTS

1. Inspector General of Forests, Deptt. of Agriculture, New Delhi.
2. Directorate General of Inspection, Ministry of Defence (Department of Defence Production), New Delhi.
3. Labour Bureau, Simla.
4. Ministry of Railways (Railway Board), New Delhi.
5. Central Water & Power Research Station, Poona (Through The Central Water & Power Commission, Ministry of Irrigation and Power) New Delhi.
6. Ministry of Works, Housing & Supply Deptt. of Works & Housing, New Delhi.
7. Ministry of Irrigation and Power, New Delhi.
8. Ministry of Petroleum & Chemicals, New Delhi.
9. Land Reforms Unit, Ministry of Food & Agriculture and Community Development, New Delhi.
10. Ministry of Defence, New Delhi.
11. Ministry of Food, Agriculture, C. D. and Co-operation, Deptt. of Agriculture (Fisheries Division), New Delhi.
12. Chief Controller of Telegraph Stores, Indian Posts and Telegraph Deptt., Calcutta.
13. General Manager, P & T Workshop, Indian Posts and Telegraph Department, Calcutta.
14. Department of Social Welfare, New Delhi.
15. Directorate of Economics and Statistics, Ministry of Food & Agriculture, New Delhi.
16. Ministry of Industrial Development and Company Affairs, New Delhi.
17. Ministry of Finance (Department of Economic Affairs), New Delhi.
18. Over-Seas Communication Service, Deptt., of Communications, Govt. of India, New Delhi.
19. Directorate General, Ordnance Factories, Ministry of Defence, West Bengal.
20. India Security Press, Nasik Road.
21. India Government Mint, Alipore, Calcutta.
22. Hindustan Housing Factory Ltd., New Delhi.
23. Central Medical Stores Organisation, D. G. H. S., New Delhi.
24. India Government Mint, Hyderabad.
25. India Government Mint, Bombay.
26. Hindustan Insecticides Ltd, (New Delhi Factory).
27. Hindustan Insecticides Ltd. (Alwaye Factory)
28. Asoka Hotels Ltd., New Delhi.
29. Port Commissioner, Calcutta.
30. Security Paper Mill Project, Hooshangabad.
31. Cochin Port Trust, Cochin.
32. Amritsar Productivity Council, Amritsar.
33. Madras Port Trust, Madras.
34. Indian Drugs & Pharmaceuticals Ltd., New Delhi.
35. Oil India Ltd., Duliajan P. O., Assam.
36. Bharat Earth Movers Ltd., Bangalore.
37. Visakhapatnam Port Trust, Visakhapatnam.
38. Instrumentation Ltd., Kota.
39. Mormugao Port Trust.
40. Janpath Hotels Ltd., New Delhi.
41. Export Inspection Council of India, Calcutta.
42. Bombay Port Trust, Bombay.

43. Hindustan Machine Tools, Bangalore.
44. Port of Paradeep, P. O. Bhubaneswar, Distt. Puri (Orissa).
45. Indian Telephone Industries Ltd., Bangalore.
46. Kandla Port Trust, Gandhidham, Kutch (Gujarat)
47. Central Silk Board, Bombay.
48. Central Sericultural Research and Training Institute, Mysore.
49. Air India, Bombay.
50. National Projects Corporation Ltd., New Delhi.
51. Calcutta Dock Labour Board, Calcutta.
52. State Bank of India, Bombay.
53. Indian Oil Corporation Ltd., Bombay.
54. Mazagon Dock Ltd., Bombay.
55. Silver Refinery, Calcutta [Thro' Finance (DEA).]
56. Cochin Refineries Ltd., Ernakulam.
57. Cochin Dock Labour Board, Cochin.
58. Hindustan Photo Films Manufacturing Co. Ltd., Ootacamund.
59. Hindustan Antibiotics Ltd., Pimpri (Poona).
60. Mangalore Ore (India) Ltd., Nagpur.
61. Bharat Electronics Ltd., Bangalore.
62. The Kolar Gold Mining Undertakings, Oorgaum P. O. (Mysore).
63. Oil & Natural Gas Commission, Dehra Dun.
64. Sambhar Salts Ltd., Sambhar Lake (Rajasthan).
65. Reserve Bank of India, Central Office, Bombay.
66. Heavy Electricals (India) Ltd., Bhopal.
67. Central Silkworm Seed Station, Srinagar.
68. Life Insurance Corporation of India, Central Office, Bombay.
69. Hindustan Aeronautics Ltd., Bangalore.
70. The National Industrial Development Corporation Ltd., New Delhi.
71. Bokaro Steel Ltd. (Through Ministry of S. M. & M.)
72. Indian Airlines Corporation, Headquarters, New Delhi.
73. The National Small Industries Corporation Ltd., New Delhi.
74. Central Tuber Crops. Research Institute, Trivandrum.
75. Forest Research Institute & College, P. O., New Forest, Dehra Dun.
76. National Dairy Research Institute, Karnal.
77. Central Sheep and Wool Research Institute, Malpur.
78. Central Arid Zone Research Institute, Jodhpur.
79. Central Tobacco Research Institute, Rajahmundry.
80. Central Aricanut Research Station, Vittal, S. Kanara.
81. Central Coconut Research Station, Kasagod.
82. Cotton Technological Research Laboratory, Bombay.
83. Indian Veterinary Research Institute, Izatnagar.
84. Vizagapatam Dock Labour Board, Visakhapatnam.
85. The National Instruments Ltd., Jadavpur, Calcutta.
86. Employees' State Insurance Corporation, New Delhi.
87. Hindustan Steels Ltd., Ranchi.
88. The Fertilisers and Chemicals Travancore Ltd., Alwaye.

89. Heavy Engineering Corporation Ltd., Ranchi.
90. Regional Provident Fund Commissioner, Andhra Pradesh, Hyderabad.
91. Damodar Vally Corporation, Calcutta.
92. Hindustan Shipyard Ltd., Visakhapatnam.
93. Bharat Heavy Electricals Ltd., Ranipur, Hardwar.
94. The National News Print and Paper Mills Ltd., Napanagar.
95. Central Rice Research Institute, Cuttack.
96. National Productivity Council New Delhi.
97. The Fertilizer Corporation of India (Sindri Unit), Sindri.
98. Wig India, Madras.
99. National Coal Development Corporation Ltd., Ranchi.
100. Neyveli Lignite Corporation Ltd., Neyveli.
101. Garden Reach Workshops Ltd., Calcutta.
102. Jute Commissioner, Calcutta.
103. Coffee Board, Bangalore.
104. The Fertilizer Corporation of India Ltd., (Head Office), New Delhi.
105. Central Inland Water Transport Corporation Ltd., Calcutta.
106. Central Road Transport Corporation Ltd., Calcutta.
107. Pyrites & Chemicals Development Co. Ltd., Dchri-on-Sone, Distt. Shahbad.
108. Calcutta Metropolitan Planning Organisation, Calcutta.
109. Upper Sileru Hydro Electric Scheme, Upper Sileru (A.P.)
110. Office of the Industrial Court, Maharashtra, Bombay.
111. Jammu & Kashmir Industries Ltd.
112. The Mysore Iron & Steel Ltd., Bhadravati.
113. Chief Engineer, Public Health, Punjab Government, Chandigarh.
114. J. & K. Mineral, Ltd., Srinagar.
115. Andhra Pradesh State Road Transport Corporation, Hyderabad.
116. Irrigation and Power Department, Government of Maharashtra, Bombay.
117. Government Distillery, Chitali, Distt. Ahmednagar.
118. The Maharashtra State Road Transport Corporation, Bombay.
119. Haffline Institute, Government of Maharashtra, Bombay.
120. Gujarat State Road Transport Corporation, Ahmedabad.
121. The Gujarat Electricity Board, Baroda.
122. Maharashtra State Electricity Board, Bombay.
123. Agriculture Department, Government of Maharashtra.
124. Gujarat State Fertilizers Co. Ltd., Baroda.
125. Directorate of Employees' State Insurance Scheme, Govt. of Maharashtra, Bombay.
126. Rajasthan State Electricity Board, Jaipur.
127. Mysore Sugar Co. Ltd., Bangalore.
128. Director of Fisheries, Maharashtra State, Bombay.
129. Chief Engineer, P. W. D. (B. & R.), Rajasthan, Jaipur.
130. River Navigation Deptt., Govt. of Goa, Daman & Diu, Panaji.
131. Maharashtra Industrial Development Corporation, Bombay.
132. Government Presses in Maharashtra (Received through Director of Employment, Maharashtra).
133. Government Silk Industries, Bangalore.
134. Government Electric Factory, Bangalore.

135. Government Sandalwood Oil Factories, Mysore & Shimoga and Soap Factory, Bangalore.
136. Andhra Pradesh State Electricity Board, Hyderabad.
137. M. P. Electricity Board, Jabalpur.
138. Director of Employment and Training, Bangalore.
139. The Kerala State Road Transport Corporation, Trivandrum.
140. Bihar State Industrial Development Corporation Ltd., Patna.
141. Government Distilleries, Hyderabad.
142. Director of Industries, Govt. of Andhra Pradesh, Hyderabad.
143. Kerala State Electricity Board, Trivandrum.
144. Director, State Transport, Madras.
145. Transport Commissioner, U.P., Lucknow.
146. U. P. Govt. Cement Factory, Chark.
147. Govt. Precision Instruments Factory, Lucknow.
148. Bihar State Electricity Board, Patna.
149. Uttar Pradesh State Electricity Board, Lucknow.
150. Registrar of Co-operative Societies, Government of Assam, Shillong.
151. Calcutta State Transport Corporation, Calcutta.
152. Cottage and Small Scale Industries Department, Government of West Bengal, Calcutta.
153. Manager Text Book Press, Satya Nagar, Bhubaneswar.
154. Bihar State Road Transport Corporation, Patna.
155. Madhya Pradesh State Road Transport Corporation, Bhopal.
156. Chief Conservator of Forests, Madhya Pradesh.
157. Directorate of Agriculture, Govt. of Madhya Pradesh, Bhopal.
158. Local Govt. (Urban Deptt.), Bhopal.
159. The Madhya Pradesh State Industries Corporation Ltd., Bhopal.
160. Chief Engineer, P. W. D. (B. & R.), Madhya Pradesh, Bhopal.
161. Orissa State Electricity Board, Bhubaneswar.
162. The Orissa Mining Corporation Ltd., Bhubaneswar.
163. Orissa Construction Corporation Ltd., Bhubaneswar.
164. The Orissa Agro. & Small Industries Corp. Ltd., Killa Maidan, Cuttack.
165. Orissa Government Press, Cuttack.
166. The Industrial Development Corporation of Orissa Ltd., Bhubaneswar.
167. State Transport Service, Orissa, Cuttack.
168. Department of Fisheries, Govt. of Madras.
169. Department of Fisheries, Govt. of Kerala.
170. Department of Fisheries, Govt. of Gujarat.
171. The Punjab Textile Manufacturers Association, Amritsar.
172. The Powerloom Factories Association, Ludhiana.
173. Northern India Commerce & Industries Federation, Amritsar.
174. Amritsar Small Scale Industries & Commercial Association (Regd.), Ludhiana.
175. Textile Manufacturers' Association, Amritsar.
176. Madhya Pradesh Chamber of Commerce & Industry, Gwalior.
177. The Punjab Federation of Industry & Commerce, Amritsar.
178. Jullundur District Regd. Factory Owners Association, Nehru Gardens Road, Jullundur City.
179. The Federation of Gujarat Mills and Industries, Baroda-5, (Gujarat).
180. The Madhya Pradesh Textile Mills Association, Indore.

181. Chamber of Industrial and Commercial Undertakings, Ludhiana.
182. Punjab, Haryana & Delhi Chamber of Commerce & Industry, New Delhi.
183. The Employers' Association of Northern India, Kanpur.
184. Chamber of Commerce, Jammu.
185. All India Manufacturers Organisation, District Council, Tinukia.
186. The Ahmedabad Millowners' Association, Ahmedabad.
187. Indian Merchants Chamber, Bombay.
188. Bombay Chamber of Commerce and Industry, Bombay.
189. Silk & Art Silk Manufacturers' Association, Bombay.
190. Labour Secretariat of Banks in India, Bombay.
191. The Indian Engineering Association, Calcutta.
192. Bihar Chamber of Commerce, Patna.
193. The Maharastra Chamber of Commerce and Industry, Poona.
194. Gujarat Vepari Mahamandal, Ahmedabad.
195. The Employers' Association of Rajasthan, Jaipur.
196. The Rajasthan Textile Mills Association, Jaipur.
197. Bengal Mill Owners' Association, Calcutta.
198. Madhya Pradesh Organisation and Industries, Bhopal.
199. The Federation of Hotel & Restaurant Association of India, New Delhi.
200. The Indian Cotton Mills' Federation, Bombay.
201. Vidarbha Factory Owners' Association, Nagpur.
202. The Mysore Chamber of Commerce, Bangalore.
203. The Southern Gujarat Chamber of Commerce & Industry, Surat.
204. Bharat Chamber of Commerce, Calcutta.
205. Engineering Association of India (Western Region), Bombay.
206. The Bengal Chamber of Commerce and Industry, Calcutta.
207. The Malabar Bus Owners' Association, Calicut.
208. The Malabar Tile Manufacturers' Association, Feroke, (Kerala).
209. The Employers' Federation of Southern India, Madras.
210. Engineering Association of India, Calcutta.
211. The Hyderabad State Film Chamber of Commerce, Secunderabad.
212. The Film Exhibitors Association, Hyderabad.
213. Goa Mineral Ore Exporters' Association, Panjim.
214. The Federation of Andhra Pradesh Chambers of Commerce and Industry, Hyderabad.
215. Organisation of Pharmaceutical Producers of India, Bombay.
216. India Chamber of Commerce, Labour Department, Calcutta.
217. Goa Mining Association, Goa.
218. Indian Jute Mills Association, Calcutta.
219. Indian Sugar Mills Association, Calcutta.
220. United Planters' Association of South India.
221. Council of Indian Employers, New Delhi.
222. The Travancore Oil Millers' Association, Alleppey.
223. The All India Manufacturers' Organisation, Central Office, Bombay.
224. Federation of Associations of Stevedores, Bombay.
225. Andhra Chamber of Commerce, Madras and Secunderabad.
226. M. P. State, Board of The All India Manufacturers Organisation, Indore.

227. J. K. Organisation, Kasper.
228. Hyderabad Hotel Owners' & Confectioners' Association, Hyderabad.
229. Federation of Small & Medium Industries, West Bengal, Calcutta.
230. Hindustan Chamber of Commerce, Madras.
231. The South Indian Film Chamber of Commerce, Madras.
232. The Southern India Mill owners' Association, Coimbatore.
233. The Western U. P. Chamber of Commerce, Meerut Cantt.
234. Indian Tea Association, Calcutta.
235. Indian Mining Association, Calcutta.
236. Delhi Hindustani Mercantile Association (Regd.), Chandni Chowk, Delhi.
237. The Kanara Chamber of Commerce, Mangalore.
238. Bihar Provincial Cold Storage Owners' Association, Patna City.
239. Bihar Roller Flour Millers' Association.
240. The Federation of Indian Traders' Associations, New Delhi.
241. Bihar Industries Association, Patna.
242. The Indian & Eastern Newspaper Society, New Delhi.
243. Delhi Printers' Association, New Delhi.
244. Delhi Factory Owners' Association, New Delhi.
245. Indian Colliery Owners Association, Dhanbad.
246. New Delhi Traders Association, New Delhi.
247. Federation of Indian Manufacturers, New Delhi.
248. Bengal National Chamber of Commerce & Industry, Calcutta.
249. Tea Association of India, Calcutta.
250. The All India Pottery Manufacturers' Association, Calcutta.
251. Merchants' Chamber of Commerce, Calcutta.
252. Howrah Manufacturers' Association, Howrah.
253. Indian Engineering Association (Western Region), (Recd through Calcutta Office).
254. Orissa Mills Owners Association, Calcutta.
255. The Madras State Federation of Co-operative Sugar Factories Ltd., Madras.
256. Assam Tea Planters, Association, Jorhat.
257. Nowgong Rice Millers Association, Assam.
258. West Bengal Lawyers Association, Calcutta.
259. Textile Mazdoor Sabha, Hissar.
260. Gurgaon District Transport Workers' Union (Regd.), No. 3, Gurgaon.
261. Cachar Cha-Sramik Union, Cachar.
262. Rashtriya Press Kangar Union, Government of India Press, Nasik.
263. Irrigation Technical Staff Union, Kota.
264. National Federation of Railway Porters & Vendors, New Delhi.
265. Jagadhari Metal Mazdoor Sabha, Jagadhari.
266. A. I. T. U. C. (Punjab State Committee), Chandigarh.
267. A. I. T. U. C. (Haryana State Committee), Bhiwani.
268. M. P. Rashtriya Koyala Khadan Mazdoor Sangh, Chandanetta, (M. P.)
269. I. N. T. U. E. (Haryana) Bhiwani, (Thro' Shri Sagar Ram Gupta).
270. Punjab, Himachal, Haryana, Jammu & Kashmir Motor Transport Workers' Federation (Regd.), Jullandhar.
271. The State Central Labour Union, Srinagar.
272. Hissar Textile Mills Workers' Union, Hissar.

273. M.L.As. representing Doda forest and other labour.
274. All Jammu & Kashmir Minerals Workers' Union.
275. Bharatiya Mazdoor Sangh, Bombay.
276. Assam Cha Karatichari Sangh, Dibrugarh.
277. Petroleum Workmen's Union, Bombay.
278. The Shops Trade Employees' Union, Patiala.
279. Rayon Workers' Union, Thana, Bombay.
280. State Central Labour Union, Jammu.
281. Maharashtra Gunaste Mandal, Nagpur.
282. Indian Federation of Independent Trade Union's, Calcutta.
283. Association of Central Government Labour Officers, New Delhi.
284. West Bengal Tea Employees Association, P. O. Chaka, District, Jalpaiguri.
285. The Estate Staffs' Union of South India, Coimbatore.
286. Mill Mazdoor Sabha, Bombay.
287. I. N. T. U. C. (Mysore State Branch), Bangalore.
288. Hind Mazdoor Panchayat, Bombay.
289. Karnatak Pradesh Trade Union Congress, Bangalore.
290. West Bengal Cha Sramik Union, P. O. Jalpaiguri.
291. Life Insurance Agents Federation of India, Madras.
292. Hotel Mazdoor Sabha, Bombay.
293. I. N. T. U. C. (Maharashtra Branch), Bombay.
294. Hind Mazdoor Sabha (Maharashtra State Council), Bombay.
295. A. I. T. U. C. (Maharashtra State), Bombay.
296. Rashtriya Mill Mazdoor Sangh, Bombay.
297. Maharashtra Rajya Trade Union Committee.
298. Rajasthan Khadi Gramodyog Karanchari Sangh, Jaipur.
299. I. N. T. U. C. (Rajasthan Branch), Jaipur.
300. Central Industrial Relations Machinery Officers' Association, New Delhi.
301. Girmi Majoor Sangh & (Nagpur Gumashita Mandal Bhaldarpura), Nagpur.
302. United Federation of Mangnese Workers and Maharashtra State Bidi Mazdoor Sangh, Kamptee.
303. Vidarbha National Textile Federation, Nagpur.
304. Govt. of Pondicherry.
305. Maharashtra State Transport Workers' Union, Dhulia.
306. Maha Gujarat Trade Union Congress, Ahmedabad.
307. I. N. T. U. C. (Central Office), New Delhi.
308. A. I. T. U. C. (Mysore State), Bangalore.
309. Bharatiya Mazdoor Sangh, Bangalore.
310. Coorg Distt. General Workers' Union, Virajpet.
311. Coorg Distt. Estate Workers' Union, Mercara.
312. Mysore Bidi Mazdoor Association, Mysore.
313. Cashewnut Workers' Union, Mangalore.
314. Bharatiya Mazdoor Sangh, Mangalore.
315. South Kanara Tile Workers' Union, Mangalore.
316. The Cashewnut & Allied Workers' Union, Mangalore.
317. S. K. General Labour Union, Mangalore.
318. Surat Silk Mill Workers' Union, Surat.

319. All India Bank Employees Federation, Central Office, Kanpur.
320. All India Railwaymen's Federation, New Delhi.
321. Hindi Mazdoor Sabha (Gujarat State), Ahmedabad.
322. Mill Mazdoor Union, Ahmedabad.
323. Rajasthan Rajya Trade Union Congress, Jaipur.
324. Rajasthan Working Journalists Union, Jaipur.
325. United Trades Union Congress, New Delhi.
326. Tripura Cha-Mazdoor Union, Agartala, Tripura.
327. The High Range Estate Employees' Association, Mundakayam P. O., Kerala.
328. Hind Mazdoor Sabha, Kerala, Kozhikode.
329. Khan Ugyog Mazdoor Sangh, Distt. Chitorgarh, Rajasthan.
330. Kerala State Trade Union Council of the A. I. T. U. C., Trivandrum.
331. Indian National Plantation Workers' Federation, Silchar P. O., Cachar.
332. Indian National Cement Workers' Federation, Bombay.
333. I. N. T. U. C., Kerala Branch, Ernakulam.
334. I. N. T. U. C., Assam Branch, Gauhati.
335. A. I. T. U. C. (Assam State Committee), Tinsukia.
336. National Federation of Indian Railwaymen, New Delhi.
337. B. S. P. Shrami, Sangh, Bhilai Nagar, (M. P.)
338. Tamilnad Trade Union Congress (Tamilnad Committee of the A. I. T. U. C.), Madras.
339. Ispat Karmachari Snagh, Bhilai.
340. Papanasam Labour Union, Vikramasingapuram, Distt. Tirunelveli.
341. Lucknow Division Insurance Employees' Association, Lucknow.
342. I. N. T. U. C. (Tamilnad Branch), Madras.
343. Andhra Pradesh Shop Employees' Federation, Secunderabad.
344. I. N. T. U. C. (M. P. Branch), Indore.
345. I. N. T. U. C. (U. P. Branch), Lucknow.
346. All India R. M. S. Asstt. Supdts., & Inspectors Association, Central Head Quarters, Delhi.
347. Hind Mazdoor Sabha, Kerala State, Ernakulam.
348. Workers Progressive Union, Coimbatore.
349. The Madras Sheet Glass Factory Employees' Union, Triuvottiyur.
350. Andhra Pradesh Trade Union Congress (A. P. State Committee of A. I. T. U. C.), Hyderabad.
351. All India Bank Employees' Association, Delhi.
352. U. P. Trade Union Congress (State Unit of A. I. T. U. C.), Kanpur.
353. The Indian National Sugar Mills Workers Federation, Lucknow.
354. The Nilgiri Estate Workers' Progression Union, Coonoor.
355. Madhya Pradesh Trade Union Congress, (State Committee of A. I. T. U. C.), Indore.
356. Kota Kashetriya Pathar Khan Kamgar Sangh, Kota.
357. A. I. T. U. C. (Bihar State Committee), Patna.
358. I. N. T. U. C. (Bihar Branch), Patna.
359. Assam Chah Mazdoor Sangha, P. O. Dibrugarh.
360. Bharatiya Mazdoor Sangh (Bihar State).
361. Hind Mazdoor Sabha (Bihar State Branch), Patna.
362. Indian National Sugar Mills Workers Federation, (Bihar Branch), Permandapur, Distt. Saran.
363. The Tata Workers' Union, Jamshedpur.
364. Bihar Agricultural Workers' Union, Patna.

365. Shri T. Parmanand and Independent Trade Unions, Patna.
366. United Trades Union Congress (Bihar State Committee), Patna.
367. I. N. T. U. C. (Delhi Branch), Delhi.
368. Rashtriya Girmi Kamgar Sangh, Sholapur.
369. New Delhi Trade Employees' Association, New Delhi.
370. The West Bengal Shop Assistants Federation, Calcutta.
371. Ahmednagar Zilha Shet-Majoor Union, Ahmednagar.
372. Bhartiya Mazdoor Sangh (West Bengal Branch), Calcutta.
373. U. T. U. C., Calcutta.
374. West Bengal Shops & Establishment Employees' Association, Calcutta.
375. A. I. T. U. C. (West Bengal Committee), Calcutta.
376. Hind Mazdoor Sabha (UTKAL), Calcutta.
377. Hind Mazdoor Sabha (National Headquarters), Bombay.
378. I. N. T. U. C. Union, Jamshedpur.
379. Tata Robins Fraier Employees Union.
380. Talchar Thermal Scheme Employees, Union, Orissa.
381. National Organisation of Bank Workers, Nagpur.
382. Heavy Electrical Mazdoor Trade Union, Bhopal.
383. Heavy Electricals Shramik Sangh, Bhopal.
384. Bhartiya Mazdoor Sangh (M. P. Branch), Indore.
385. Burhanpur Tapti Mill Mazdoor Sangh.
386. Punjab Dihat Mazdoor Sabha, Chandigarh.
387. Indian National Textile Workers' Federation Bhadra, Ahmedabad.
388. Hind Mazdoor Sabha (State Branch), Orissa.
389. Orissa State Electricity Board Workcharged Employees Union, Bhubaneswar.
390. Andhra Pradesh Agricultural Labour Union, Hyderabad.
391. Bihar Rajya Ket Mazdoor Sabha, Patna.
392. Orissa Government Press Employees Union, Cuttack (Through Mr. Srihant Panda).
393. A. I. T. U. C. (Uthal State Committee), Cuttack.
394. Orissa Motor Transport Employees Federation, Bhubaneswar.
395. United Trades Union Congress, Bengal.
396. I. N. T. U. C. (Himachal Pradesh), Simla.
397. Municipal Employees Union, Simla.
398. Co-ordinating Committee of Independent Trade Unions.
399. Indian National Mine Workers' Federation.
400. Asansol Iron & Steel Workers Union.
401. Zandu Pharmaceutical Works Ltd., Bombay.
402. Josts Engineering Company Ltd., Bombay.
403. Ahmedabad Advance Mills Ltd., Ahmedabad. (Recd. through Bombay Office).
404. Shri Digvijay Cement Company Ltd., Sika, (Gujarat State) (Recd. through Head Office : Bombay).
405. Bharat Sugar Mills, P. O. Sidhwalia, Distt. Saran (Bihar).
406. The Atlas Cycle Industries Ltd., Sonapat.
407. Hindustan National Glass Manufacturing Co. Ltd., Bahadurgarh, (Haryana).
408. The National Iron and Steel Company Ltd., Calcutta.
409. Balarampur Sugar Company Ltd., Balarampur, (U. P.).
410. The Amritsar Rayon & Silk Mills (P) Ltd., Amritsar.

411. The British India Corporation Ltd., (New Egerton Woollen Mills Branch). Dhariwal (Punjab).
412. The Batala Engineering Co. Ltd., Batala.
413. Goodyear India Ltd., Ballabgarh (Haryana).
414. The Oriental Carpet Manufacturers (India) Private Ltd., (The O. C. M. Woollen Mills Division), Amritsar.
415. Bicycle Manufacturing Corporation, 12-R, Industrial Area B, Ludhiana.
416. Hissar Textile Mills, Hissar.
417. Hindustan Wire Products Ltd., Patiala.
418. Prakash Fabricators, Kolhapur.
419. The Western India Plywoods Ltd., Baliapatam, Cannanore Distt. (Kerala).
420. ESSO Standard Eastern Inc., Bombay.
421. Zenith Steel Pipes Ltd., Khopoli (Bombay).
422. Mahabir Sugar Mills Private Ltd., P. O. Siowabazar, Distt. Gorakhpur.
423. Sesa Goa Private Ltd., Panjim.
424. The Assam Oil Co., Ltd., P. O. Digboi, Upper Assam.
425. The Indore Malwa United Mills Ltd., Indore.
426. The Binod Mills Co. Ltd., Ujjain.
427. Indian Leaf Tobacco Development Co. Ltd., Guntur.
428. The Hyderabad Allwyn Metal Works Ltd., Sanatnagar, Hyderabad.
429. Rohtas Industries Ltd., P. O. Daimianagar, Distt. Shahbad, Bihar.
430. The Tata Iron & Steel Co. Ltd., Jamshedpur.
431. The Tinplate Co. of India Ltd., P. O. Golmur, Distt. Singhbhum, Bihar.
432. Delhi Cloth Mills, Delhi.
433. Indian Aluminium Co. Ltd., Distt. Sabalpur. (Orissa).
434. Orissa Textile Mills Ltd., P. O. Chowdwar, Distt. Cuttack.
435. Orient Paper Mills Ltd., P. O. Chowdar.
436. Baljnath Tea Estate Co. Pvt. Ltd., Baljnath.
437. Associated Industries (Assam) Ltd.
438. Indian Aluminium Co., Calcutta.
439. The Chodavaram Co-operative Agricultural & Industrial Society Ltd., Govada (A. P.).
440. The Doaba Co-operative Sugar Mills Ltd., Nawanshahr (Distt. Jullundur).
441. The Co-operative Sugars Ltd., Chittur, Menonpara, P. O. Palaghat Distt. (Kerala).
442. Goa Medical College, Panaji.
443. Indian Institute of Technology, Kharagpur.
444. Society for the Study of Industrial Medicine, Bombay.
445. Labour Education Service, Bombay.
446. Indian Institute of Personnel Management, Calcutta.
447. All India Women's Conference, Bombay.
448. Bombay Labour Institute Association, Bombay.
449. Shri Ram Centre for Industrial Relations, New Delhi.
450. Indian Association of Trained Social Workers, Hyderabad.
451. Industrial Disputes Bureau, Delhi.
452. Savier Institute of Social Service, Ranchi.
453. Department of L. S. Welfare, Patna University, Patna.
454. The Delhi School of Economics, University of Delhi, Delhi.
455. Ahmedabad Municipal Corporation, Ahmedabad.
456. Bombay Municipal Corporation, Bombay.

457. Municipal Corporation of Hyderabad, Hyderabad.
458. Delhi Electric Supply Undertaking (Municipal Corporation of Delhi), Delhi.
459. Corporation of Calcutta, Calcutta.
460. Corporation of Madras, Madras.
461. Municipal Corporation of Delhi (General Wing), Delhi.
462. Delhi Transport Undertaking (Municipal Corporation of Delhi), New Delhi.
463. Head of Deptt. of Political Science & Public Administration, University of Nagpur, Nagpur.
464. Indian Institute of Technology, Kharagpur.
465. Shri Jaysingth R. Jagtap, Bombay.
466. Lecturer in Economics, Visvabharati, Santiniketan.
467. Personnel Officer, The S. C. Company Ltd., Belampalli (P. O.), S. C. Rly.
468. Shri S. R. Mohan Dass, Bombay.
469. Lecturer in Economics, Jadavpur University, Calcutta.
470. Shri M. R. Mehar, I.C.S. (Retd.), 67, Adarsh Nagar, Worli, Bombay.
471. Shri Y. M. Josyulu, Advocate, Sion West, Bombay.
472. Binny's Staff Union, Bangalore.
473. Shri S. N. Dhyani, University of Rajasthan, Jaipur.
474. Reader in Economics, University School of Social Sciences, Gujarat University, Ahmedabad.
475. Shri K. R. Buch, G. S. F. C., Baroda.
476. Kaira Distt. Co-operative Milk Producers' Union Ltd., Anand, Gujarat State.
477. University of Baroda, Baroda.
478. Department of Economics, Lucknow University, Lucknow.
479. Central Provident Fund Commissioner, 43, Rabindra Nagar, New Delhi.
480. Minister for Education, Rajasthan, Jaipur.
481. Shri K. G. Eapen, President, Coir Labour Union, Alleppey.
482. Mr. R. S. Kulkarni, Advocate, Block No. 5, Janardin Mandir, Dr. Ghanti Road, 770, Parsi Colony, Dadar, Bombay-14.
483. Chief Labour Commissioner (Central), Ministry of Labour, Employment & Rehabilitation, New Delhi.
484. Mr. G. K. Syam Chaudhury, Pathecherra Tea Estate, P. O. Kumbhir, Distt. Cachar.
485. Mr. Hiralal Jain, Vice-President, All India Hind Mazdoor Panchayat.
486. Head of the Deptt. of Economics, University of Kerala, Trivandrum.
487. Dr. Mir Siadat Ali Khan, Retd. Judge of High Court and Ex-Chairman of the Industrial Tribunal, Andhra Pradesh, Hyderabad.
488. Mr. G. Venkata Swamy, M. P., Hyderabad.
489. Mr. Vedula Jagannadha Rao, Advocate, 62/2RT, Saidabad Colony, Hyderabad-38.
490. Prof. D. S. Nag, Head of Deptt. of Post-Graduate, Studies & Research in Economics, University of Jabalpur, Jabalpur.
491. Mr. B. D. Shukla, [President, H. M. S. (U.P.)], 3, Gopal Niwas, Sunderbagh, Lucknow.
492. Mr. K. Gurumurthy, Simson Group Companies, Union, Madras.
493. Shri Mithan Lal, (Retd. High Court Judge), Presiding Officer, Industrial Tribunal, Uttar Pradesh.
494. Shri S. J. Shirgaonkar, 5, Goodmill Assurance Building, Manamala Tank Road, Bombay-16.
495. Shri Shambhu Kumar Rai, Advocate, Hamidia Road, Bhopal.
496. Shri Ranch Roy, Advocate, Jakhanpur, Patna.
497. Shri B. S. Patnaik, Presiding Officer, Industrial Tribunal, Orissa, Bhubaneswar.
498. Shri Ram Singh Vai Varma, Indore.
499. Shri K. L. Mohanty, Agriculture Information Officer, Orissa Krushak Sanaj, Bhubaneswar.
500. Shri S. N. Dasmahapatra, Project Administrator, Hira Cement Works, Cement Nagar, Sambalpur.
501. Shri Gopal Chandra Rath, Head of the Department of Social Welfare, Berhampur.
502. Shri S. B. Nanda, Advocate, Medical College Road, Cuttack.

503. Government of Assam, Department of Labour.
504. Government of Punjab, Department of Labour.
505. Government of Rajasthan, Department of Labour.
506. Government of Haryana, Department of Labour.
507. Government of Mysore, Department of Labour.
508. Government of West Bengal, Department of Labour.
509. Government of Maharashtra, Department of Labour.
510. Government of Gujarat, Department of Labour.
511. Andhra Pradesh Government, (Department of Labour).
512. Government of Jammu & Kashmir, (Department of Labour).
513. Government of Uttar Pradesh, (Department of Labour).
514. Government of Madhya Pradesh, (Department of Labour).
515. Government of Delhi, (Department of Labour).
516. Government of Kerala, (Department of Labour).
517. Government of Madras, (Department of Labour).
518. Government of Bihar, (Department of Labour).
519. Government of Orissa, Department of Labour.
520. Government of Himachal Pradesh, Department of Labour.
521. M. P. Rasthria Koila Khadhan Sangh.
522. U. T. U. C. Dharmatala, Calcutta.
523. U. T. U. C. Bepin Behari Street, Calcutta.
524. Indian National Iron & Steel Workers' Union, Jamshedpur.

OTHER VOLUMES

- Vol. I — Recruitment and Induction & Conditions of work.  
Vol. II — Trade Unions and Employers' Organisations.  
Vol. III — Industrial Relations.  
Vol. V — Incentives and Productivity & Social Security.  
Vol. VI — Labour Legislation, Rural and Unorganised Labour & Labour Research and Information.  
Vol. VII — Views of respondents on inter-related Questions.

TABLE No. 2.139

REPLIES TO THE QUESTIONNAIRE — CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments										Enterprises/undertakings					Employers Associations					Workers unions					Others					Total											
	State					Central Sphere					Private					Central Organisations					State/Regional Branches					All India Unions (Industry-wise)						Others Unions					Research and Other Institutions					Individuals
	Central	Labour	Other (including Local Bodies)	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																				
1		3	3	3	22	8	1	5	2	—	1	1	1	25	1	—	3	—	1	3	1	89																				
2		1	2	2	2	1	—	1	—	1	—	—	4	2	—	2	4	—	—	2	1	25																				
3		—	6	—	9	4	1	1	—	—	—	—	5	2	12	3	7	1	1	2	5	59																				
4		—	—	—	4	4	—	—	1	—	—	—	—	—	1	1	—	—	—	1	1	13																				
5		—	3	—	2	1	1	1	1	—	—	—	3	2	5	1	—	—	—	2	1	23																				
6		1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																				
7		—	1	1	10	2	—	3	—	—	—	—	9	—	—	—	2	—	—	1	1	30																				
8		—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2																				
9		—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2																				
10		—	—	1	2	4	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	8																				
11		—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3																				
12		—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	2																				
13		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8																				
14		—	2	—	3	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	1	8																				
15		16	3	16	18	21	1	12	7	—	1	—	37	—	18	6	32	10	13	20	29	260																				
		18	21	23	74	45	4	24	11	2	2	2	2	84	7	42	15	51	11	15	33	40	524																			
		TOTAL																																								

Q. No. 130 : How does the current availability of unskilled labour affect the level of wages?

1 Does not affect the wage level as they are already laid down for all grades in organised industries . . . . .

2 Affects to a greater extent since they are available at rates cheaper than what is already being paid . . . . .

3 Keeps the wage levels low . . . . .

4 Has the same effect as it is in general economic principle of demand and supply . . . . .

5 It adversely affects in all those unorganised sectors where wages are not regulated either by collective bargaining or awards settlements . . . . .

6 Our wages compare favourably with the average wages paid in the locality . . . . .

7 Has no effect on wage levels . . . . .

8 It is difficult to assess the impact on the level of wages . . . . .

9 Not to a great extent . . . . .

10 It does not affect so far as our Industry is concerned . . . . .

11 Wages go up . . . . .

12 This presumption about availability of unskilled labour is not correct . . . . .

13 It widely varies from industry to industry and region to region . . . . .

14 Does not affect in organised industries but does affect in unorganised industries . . . . .

15 No comments . . . . .

TABLE No. 2.239

REPLIES TO THE QUESTIONNAIRE — INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 130 : How does the current availability of unskilled labour affect the level of wages?	Industry																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemical & Chemical Products	Paper & Paper Pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	Does not affect the wage levels as they are already laid down for all grades in organised industries.	2	2	1	7	—	2	1	6	2	—	—	1	—	4	1	—	36	65	
2	Affects to a greater extent since they are available at rates cheaper than what is already being paid	—	1	—	2	—	—	—	1	—	—	—	—	—	—	1	—	4	9	
3	Keeps the wage levels low	1	2	1	2	2	—	—	—	2	—	—	—	1	1	1	—	7	20	
4	Has the same effect as it is in general economic principle of demand and supply	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	7	9	
5	It adversely affects in all those unorganised sectors where wages are not regulated either by collective bargaining or awards and settlements	—	3	2	—	—	—	—	—	1	—	—	—	—	—	—	1	2	9	
6	Has no effect on wage levels	1	1	—	3	—	—	1	5	—	—	—	1	—	1	2	—	9	24	
7	Not to a great extent	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
8	It does not affect so far as our Industry is concerned	—	—	—	1	1	—	—	1	—	—	—	1	—	—	1	—	1	6	
9	Wages go up	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
10	This presumption about availability of unskilled labour is not correct	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
11	It widely varies from industry to industry and region to region	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	
12	Does not affect in organised industries but does affect in unorganised industries	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	2	4	
13	No comments	3	—	6	7	2	1	2	4	1	3	—	9	—	—	1	2	56	97	
Total		16	18	16	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3-239

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 130 How does the current availability of unskilled labour affect the level of wages?	Industry														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Does not affect the wage levels as they are already laid down for all grades in organised industries . . . . .	1	—	—	1	—	—	—	—	1	—	—	1	1	5	
2	Affects to a greater extent since they are available at rates cheaper than what is already being paid . . . . .	1	—	—	1	—	1	1	—	—	—	—	1	3	8	
3	Keeps the wage levels low . . . . .	3	—	—	3	—	—	2	1	—	—	1	—	16	26	
4	Has the same effect as it is in general economic principle of demand and supply . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
5	It adversely affects in all those unorganised sectors where wages are not regulated either by collective bargaining or awards and settlements . . . . .	—	1	—	—	—	—	—	—	—	—	1	—	6	8	
6	Has no effect on wage levels . . . . .	1	—	—	1	—	—	—	—	—	—	—	—	—	2	
7	It is difficult to assess the impact on the level of wages . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8	Not to a great extent . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
9	It does not affect so far as our Industry is concerned . . . . .	—	—	—	—	—	—	—	—	—	1	—	—	—	1	
10	It widely varies from industry to industry and region to region . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	6	7	
11	Does not affect in organised industries but does affect in un-organised industries . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
12	No comments . . . . .	6	3	2	6	1	—	2	2	—	2	1	1	53	79	
Total . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4-239

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 130 : How does the current availability of unskilled labour affect the level of wages?	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Does not affect the wage levels as they are already laid down for all grades in organised industries . . . . .	—	1	—	1	1	—	—	—	—	—	1	1	—	12
2	Affects to a greater extent since they are available at rates cheaper than what is already being paid . . . . .	—	3	—	—	1	—	—	—	—	—	—	*	—	2
3	Keeps the wage levels low . . . . .	1	11	—	4	—	1	1	2	1	—	—	1	—	2
4	Has the same effect as it is in general economic principle of demand and supply . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
5	It adversely affects in all those unorganised sectors where wages are not regulated either by collective bargaining or awards and settlements . . . . .	—	2	—	2	1	—	—	2	—	—	—	—	—	1
6	Has no effect on wage levels . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	5
7	Not to a great extent . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
8	It widely varies from industry to industry and region to region . . . . .	—	1	—	6	—	—	—	—	—	—	—	—	—	—
9	Does not affect in organised industries but does affect in unorganised industries . . . . .	—	1	—	—	—	—	—	—	—	—	—	1	—	1
10	No comments . . . . .	—	18	—	8	—	1	—	5	—	5	—	—	1	3
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-240  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments										Enterprises/Undertakings					Employers Associations					Workers unions					Others		Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
	State					Central Sphere					Private					Central Organisations					Other Associations/ State/Regional Branches					All India Unions (Industry-wise)					Other unions					Research and Other Institutions	Individuals																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
	Central	Labour	Others (including Local Bodies)	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															
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TABLE No.—1.240 (contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
12	Increased wages in industrial sector indirectly encourage the agriculture and unorganised labour to demand better wages . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
13	So far as bare minimum wages are concerned, there exists the same relationship between the two. . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
14	National Commission will consider the relationship and minimum wages in agriculture also. . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—
15	Wages in industry are better but during harvest season wages are high for agricultural workers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—
16	No comments . . . . .	15	4	21	33	29	1	14	7	2	—	—	42	—	26	9	36	10	13	21	28	311
Total . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-240

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 131: What has been the relationship between wages in agriculture and other unorganised sector and wages in industry?																			
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	How agricultural wages have slowed down the process of wage rise in industrial sector	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
2	Very high differential with wages in industry	—	1	—	6	—	2	1	1	—	—	—	—	—	1	—	—	25	37	
3	No relationship between wages in Agriculture and other organised sector within industry as they vary from region to region and industry to industry	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	4	
4	No Relationship	—	—	3	2	1	—	—	2	3	—	—	1	1	1	1	—	15	30	
5	Wage level in the industry is always better than agriculture	1	2	1	—	2	1	1	3	1	—	1	—	—	4	1	1	11	30	
6	Minimum wage for all industrial including Agriculture has been laid down	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
7	Wages during harvest season are always higher for agricultural workers	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	2	
8	Wages in industry have gone up out of proportion in relation to other sectors	—	2	—	1	—	—	2	1	—	—	—	—	1	—	—	—	2	9	
9	It is not possible to define it	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	2	
10	Depending upon productivity in agriculture, wages are high as in industry	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
11	So far as bare minimum wages are concerned there exists the same relationship between the two	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
12	National Commission will consider the relationship and minimum wages in agriculture also	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	
13	No comments	6	3	6	9	2	—	2	8	2	2	—	11	—	—	4	2	71	128	
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3-240

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 131: What has been the relationship between wages in agriculture and other unorganized sectors and wages in industry?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	How agricultural wages have slowed down the process of wage rise in industrial sector . . . . .	2	—	—	—	—	—	—	—	—	—	—	—	1	3
2	Very high differential with wages in industry . . . . .	—	—	—	—	—	—	1	1	—	—	—	1	4	7
3	No relationship . . . . .	—	—	—	1	—	—	—	—	—	—	—	1	6	8
4	Wage level in the industry is always better than agriculture . . . . .	2	—	—	4	—	1	2	—	—	—	1	—	10	20
5	Wages during harvest season are always higher for agricultural workers . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	1	2
6	Wages in industry have gone up out of proportion in relation to other sectors . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7	It is not possible to define it . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	2	3
8	Depending upon productivity in agriculture, wages are high as in industry . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	2
9	National Commission will consider the relationship and minimum wage in agriculture also . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
10	No comments . . . . .	6	4	2	9	1	—	2	2	—	3	2	1	62	94
Total . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-240

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q.No. 131 : What has been the relationship between wages in agriculture and other unorganised sectors and wages in industry?	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	How agricultural wages have allowed down the process of wage rise in industrial sector . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—
2	Very high differential with wages in industry . . . . .	—	3	—	2	—	—	—	—	—	—	—	1	—	7
3	No relationship between wages in Agriculture and other organised sector with industry as they vary from region to region and industry to industry . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—
4	No relationship . . . . .	—	1	—	—	—	—	—	2	1	—	—	—	—	2
5	Wage level in the industry is always better than that in Agriculture . . . . .	1	10	—	1	2	—	1	1	—	—	—	—	—	4
6	Wages during harvest season are always higher for agricultural workers . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
7	It is not possible to define it . . . . .	—	1	—	2	—	—	—	—	—	—	—	—	—	—
8	Depending upon productivity in agriculture, wages are high as in industry . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
9	So far as bare minimum wages are concerned, there exists the same relationship between the two . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10	Wages in industry are better but during harvest season wages are high for agricultural workers . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—
11	No comments . . . . .	—	22	—	16	—	2	—	5	—	5	—	—	—	9
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-241

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments											Enterprises/Undertakings				Employers Associations				Workers unions				Others				Total																								
	State						Private					Central Organisations				State/Regional Branches				Other Trade Unions				State/Regional Branches					All India Unions (Industry-wise)				Large-size				Medium-size				Small-size				Research and Other Institutions				Individuals			
	Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals																													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																														
1	Yes . . . . .	—	3	1	18	5	2	3	1	—	—	—	11	—	1	1	—	—	—	—	3	1	50																													
2	No . . . . .	2	9	2	12	10	—	3	2	1	—	—	10	3	11	5	12	—	1	2	5	90																														
3	It automatically influences . . . . .	—	2	—	3	—	—	2	—	—	—	1	1	2	1	—	—	—	—	3	2	17																														
4	Since wages in industry are higher than in agriculture there is less chance of the former being influenced by the latter . . . . .	—	—	—	3	1	—	1	—	—	—	—	—	—	—	—	2	—	—	1	—	8																														
5	Workers' wages require to be progressively improved . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																														
6	These should be coordinated well . . . . .	—	—	—	4	3	1	1	1	—	2	1	15	2	1	1	1	1	—	—	2	36																														
7	It may be difficult in practice to do so . . . . .	1	1	—	3	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	6																														
8	The wages should be uniform in all sectors with necessary variations to provide for regional balance. . . . .	—	—	—	—	—	—	1	—	—	—	—	2	—	—	—	1	—	—	—	—	4																														
9	They have little influence, the gap deserves to be narrowed down. . . . .	—	2	—	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	1	—	5																														
10	No. The wages should be uniform in all sectors with necessary variations to provide for regional balance . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																														
11	No comments . . . . .	15	4	20	28	25	1	13	7	1	—	—	44	—	27	8	35	10	13	23	30	304																														
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524																														

TABLE No. 2-241

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 132 : Should wages in agriculture and unorganised industries be allowed to influence wages in industry?	Industry																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	Yes . . . . .	—	2	2	3	2	2	—	3	2	—	—	—	1	1	1	—	21	40		
2	No . . . . .	1	1	—	5	1	—	1	2	—	—	—	2	—	2	3	1	15	38		
3	It automatically influences . . . .	—	1	—	—	—	—	1	—	1	—	1	—	—	1	—	—	2	7		
4	Since wages in industry are higher than in agriculture, there is less chance of the former being influenced by the latter .	—	—	—	—	—	—	—	1	—	—	—	—	—	2	1	—	1	5		
5	Workers' wages require to be progressively improved . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—	2		
6	These should be coordinated well . .	—	1	2	3	—	1	1	3	1	—	—	1	—	—	—	—	15	28		
7	It may be difficult in practice to do so .	—	—	—	1	—	—	—	2	—	—	—	—	—	—	—	—	1	4		
8	The wages should be uniform in all sectors with necessary variations to provide for regional balance . . . .	—	2	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	3		
9	They have little influence, the gap deserves to be narrowed down . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
10	No. The wages should be uniform in all sectors with necessary variations to provide for regional balance . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1		
11	No comments . . . . .	6	2	6	9	2	—	2	6	2	3	—	9	—	—	3	2	67	119		
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3-241  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 132: Should wages in agriculture and unorganised industries be allowed to influence wages in industry?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2
2	No . . . . .	5	—	—	4	—	1	2	1	1	—	2	2	14	32
3	It automatically influences . . . .	—	—	—	—	—	—	—	—	—	—	—	—	3	3
4	Since wages in industry are higher than in agriculture, there is less chance of the former being influenced by the latter .	—	—	—	1	—	—	1	—	—	—	—	—	—	2
5	These should be co-ordinated well . .	—	—	—	2	—	—	—	—	—	—	—	—	4	6
6	The wages should be uniform in all sectors with necessary variations to provide for regional balance . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7	They have little influence, the gap deserves to be narrowed down . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8	No. The wages should be uniform in all sectors with necessary variations to provide for regional balance . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1
9	No comments . . . . .	6	4	2	8	1	—	2	2	—	3	1	1	63	93
TOTAL . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-241

**REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE**

Serial Number	2	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	5
2	No . . . . .	1	16	—	4	1	—	—	2	—	—	—	—	—	4
3	It automatically influences . . . . .	—	—	—	—	1	—	—	1	—	—	—	2	—	—
4	Since wages in industry are higher than in agriculture, there is less chance of the former being influenced by the latter . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	1
5	Workers' wages, require to be progressively improved . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
6	These should be coordinated well . . . . .	—	—	—	—	1	—	1	—	1	—	1	1	1	4
7	The wages should be uniform in all sectors with necessary variations to provide for regional balance . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	They have little influence, the gap deserves to be narrowed down . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
9	No comments . . . . .	—	21	—	16	—	2	—	5	—	5	—	—	—	8
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-242

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments					Enterprises/undertakings					Employers Associations				Workers unions					Others		Total
	State					Private									Other unions					Research and Other Institutions		
	Central	Labour	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisation	Central Trade Union	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size				
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1 The existing level of wages is mostly due to wage Boards, Tripartite recommendations and awards etc.	—	5	1	19	3	2	—	2	—	—	—	14	2	4	1	4	—	—	3	4	64	
2 Existing level is due to traditional method of wage settlement	1	1	—	2	6	—	—	—	1	—	—	2	1	2	—	—	1	—	1	1	19	
3 Mostly due to awards, mutual settlements or rates approved by state Department	—	—	1	2	3	—	1	—	—	—	—	6	—	—	2	1	—	1	2	—	19	
4 It is the result of all these forces but varying in degrees	—	4	—	7	4	1	1	2	—	—	—	3	1	—	1	2	—	—	1	5	32	
5 Wages are due to collective bargaining and awards	1	—	1	3	1	—	1	—	—	—	—	1	—	1	—	3	—	—	3	—	15	
6 The wages are paid on the same pattern as by the Central Govt. departments	1	—	—	2	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	5	
7 This cannot be answered in precise terms	—	—	—	1	1	—	—	—	—	—	—	4	—	—	—	2	—	—	—	—	8	
8 To a large extent	—	—	—	2	—	—	—	—	—	—	—	4	—	1	—	—	—	—	—	—	7	
9 Mostly, it is a result of collective bargaining	1	1	—	3	1	—	3	—	—	—	—	4	—	2	—	1	—	1	—	—	17	
10 In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision etc.	—	1	—	2	1	—	1	—	—	—	—	1	—	1	—	2	—	—	—	—	9	
11 In the unorganised sector wages are fixed by traditional method, Minimum Wages Act and Individual bargaining	—	1	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3	
12 It is based on the recommendation of the Pay Commission	—	—	1	2	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	5	
13 In the coal industry, wages are entirely controlled by Awards	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
14 In the unorganised sectors, wages are fixed arbitrarily by the employers	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2	

Q. No. 133 : To what extent is the existing level of wages a result of the traditional mode of wage settlement, collective bargaining, award, etc.?

Q. No. 133 : To what extent is the existing level of wages a result of the traditional mode of wage settlement, collective bargaining, awards, etc.?

TABLE No. 1-242—contd.

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
15	No uniform system . . . . .	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
16	At present, adjudication holds the field . . . . .	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	2
17	Mostly due to wage Boards, mutual settlements, awards, collective bargaining or rates approved by State Deptt. . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	1	5
18	The existing level of wages is mostly due to Wage Board recommendations/Tripartite decisions collective bargaining and awards etc. . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	1	—	—	—	—	3
19	Existing level is due to traditional method of wage settlement, mutual settlements or rates approved by State Department . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	2
20	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision and in the unorganised sector, by traditional method, Minimum Wages Act and Industrial bargaining . . . . .	—	2	—	1	1	—	1	—	—	—	1	1	3	—	—	1	—	—	—	—	11
21	To a large extent, it is the result of all these forces but varying in degrees. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision etc. and in the unorganised sector arbitrarily, by the employers. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
23	No comments . . . . .	14	5	18	25	18	1	15	7	1	2	1	40	—	29	8	32	10	13	23	29	291
Total : . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-242

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 133: To what extent is the existing level of wages a result of the traditional mode of wage settlement, collective bargaining, awards, etc.?	Industry																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemical and Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	The existing level of wages is mostly due to Wage Board/ Tripartite recommendations and awards etc.	3	2	3	4	—	1	—	4	—	—	—	—	—	2	—	—	21	40		
2	Existing level is due to traditional method of wage settlement	—	1	—	2	1	—	—	—	—	—	—	2	—	—	1	—	4	11		
3	Mostly due to awards, mutual settlements or rates approved by State Department	—	1	—	4	—	—	—	—	1	—	—	1	—	1	—	—	4	12		
4	It is the result of all these forces but varying in degree.	—	1	1	—	—	1	1	2	1	1	—	—	1	—	1	—	8	18		
5	Wages are due to collective bargaining and awards	—	—	—	1	—	—	—	2	—	—	—	—	—	—	1	—	2	6		
6	The wages are paid on the same pattern as by the Central Govt. departments	—	—	—	—	—	—	—	2	—	—	—	—	—	—	1	—	1	4		
7	This cannot be answered in precise terms	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	—	3	6		
8	To a large extent	—	—	—	—	2	—	—	—	—	—	—	—	—	2	—	—	2	6		
9	Mostly, it is a result of collective bargaining	—	—	—	1	—	—	—	1	—	—	—	—	1	—	1	—	7	11		
10	In the organised sector, wages are fixed through collective bargaining, awards, settlement by statutory provision etc.	—	—	—	—	—	—	1	—	1	—	—	—	—	—	—	—	3	5		
11	In the un-organised sector, wages are fixed by traditional method, Minimum Wages Act and Individual bargaining	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
12	It is based on the recommendation of the Pay Commission	—	—	—	—	—	—	—	—	—	—	1	2	—	—	—	—	1	4		
13	In the Coal Industry, wages are entirely controlled by Awards	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
14	In the un-organised sectors, wages are fixed arbitrarily by the employers	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		

TABLE No. 2-242—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15	No uniform system . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
16	At present adjudication holds the field . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	2
17	Mostly due to Wage Boards, mutual settlements, awards, collective bargaining or rates approved by State Department . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	—	2
18	The existing level of wages is mostly due to Wage Board recommendations/tripartite decisions, collective bargaining and awards etc. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision and in the unorganised sector, by traditional method, Minimum Wages Act and Individual's bargaining . . . . .	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	3	5
20	To a large extent, it is the result of all these forces but varying in degrees . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
21	No comments . . . . .	4	1	6	9	2	1	2	6	2	2	—	7	—	—	1	2	65	110
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	246

TABLE NO. 3-242

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY—WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q 133 : To what extent is the existing level of wages a result of the traditional mode of wage settlement, collective bargaining, awards, etc.?	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
				All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1				4	—	—	—	—	—	—	—	—	—	—	—	7	11
2	1 The existing level of wages is mostly due to Wage Boards/Tripartite recommendations and awards			—	—	—	1	—	—	—	—	—	—	—	—	3	4
3	2 Existing level is due to traditional method of wage settlement			1	—	—	2	—	—	—	—	—	1	—	—	—	4
4	3 Mostly due to awards, mutual settlements or rates approved by State-Department			—	—	—	—	—	—	—	—	—	—	1	—	—	4
5	4 It is the result of all these forces but varying in degrees			—	—	—	1	—	—	—	—	—	—	—	—	2	4
6	5 Wages are due to collective bargaining and awards			—	—	—	2	—	—	—	—	—	—	—	—	2	4
7	6 This cannot be answered in precise terms			—	—	—	1	—	—	—	—	—	—	—	—	1	2
8	7 To a large extent			—	—	—	—	—	—	—	—	—	—	—	—	1	1
9	8 Mostly, it is a result of collective bargaining			2	—	—	—	—	—	—	—	—	—	—	—	2	4
10	9 In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision, etc.			—	—	—	1	—	—	1	—	—	—	—	—	1	3
11	10 In the un-organised sectors, wages are fixed arbitrarily by the employers			—	—	—	—	—	—	—	—	—	—	—	—	1	1
12	11 Mostly due to wage Boards, mutual settlements, awards, collective bargaining or rates approved by State Deptt.			—	—	—	—	—	1	—	—	—	—	—	1	—	2
13	12 The existing level of wages is mostly due to Wage Boards recommendations/Tripartite decisions, collective bargaining and awards etc.			1	—	—	—	—	—	1	—	—	—	—	—	—	2
	13 Existing level is due to traditional method of wage settlement, mutual settlements or rates approved by State Department			—	—	—	—	—	—	—	—	—	—	—	—	2	2

TABLE No. 3.242—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
14	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provisions and in the unorganised sector by traditional method, Minimum Wages Act and Individual bargaining . . . . .	—	—	—	1	—	—	—	—	—	—	1	—	2	4
15	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision etc. and in the unorganised sector arbitrarily, by the employers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
16	No comments . . . . .	4	4	2	6	1	—	3	3	1	2	1	2	63	92
	TOTAL . . . . .	12	4	2	15	1	1	5	3	1	3	3	3	88	141

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	2	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	The existing level of wages is mostly due to wage Board/Tripartite recommendations and awards etc. . . .	1	6	—	1	1	—	—	1	—	—	—	1	—	6
2	Existing level is due to traditional method of wage settlement . . . .	—	—	—	1	—	—	—	1	—	—	—	—	—	1
3	Mostly due to awards, mutual settlements or rates approved by State Department .	—	1	—	—	—	—	—	—	—	—	—	—	—	3
4	It is the result of all those forces but varying in degrees . . . .	—	—	—	—	1	—	—	1	—	—	—	—	—	3
5	Wages are due to collective bargaining and awards . . . .	—	2	—	1	—	—	—	—	—	—	—	—	—	1
6	This cannot be answered in precise terms	—	2	—	—	—	—	—	—	—	—	—	—	—	—
7	To a large extent . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
8	Mostly, it is a result of collective bargaining . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	2
9	In the organised sector, wages are fixed through collective bargaining, awards, settlements by statutory provision etc. .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
10	It is based on the recommendation of the Pay Commission . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
11	At present, adjudication holds the field .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12	Mostly due to Wage Boards, mutual settlements, awards, collective bargaining or rates approved by the State Department .	—	2	—	—	—	—	—	—	—	—	—	—	—	1
13	The existing level of wages is mostly due to Wage Board recommendations, Tripartite decisions collective bargaining and awards etc. . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—

TABLE No.14-242—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
14	Existing level is due to traditional method of wage settlement, mutual settlements or rates approved by State Department .	—	—	—	—	—	—	—	—	1	—	—	—	—	—
15	In the organised sector, wages are fixed, through collective bargaining, awards, settlements by statutory provision and in the unorganised sector, by traditional method, Minimum Wages Act and Individual bargaining . . . . .	—	—	—	—	1	—	1	—	—	—	—	1	—	—
16	In the organised sector, Wages are fixed through collective bargaining, awards, settlements by statutory provision etc. and in the unorganised sector arbitrarily, by the employers . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
17	No Comments . . . . .	—	20	—	16	—	2	—	6	—	5	1	1	1	6
TOTAL .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-243

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 134 : As set forth in the report of the Committee on Fair Wages, "The minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the health and efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities". Should this concept of minimum wage be modified in any way?	Government Departments					Enterprises/undertakings					Employers Associations					Workers unions					Others	Total
		State					Private					Other unions					Other unions						
		Central	Labour	Other (including Local Bodies)	Central Sphere	State Sphere	Co operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1	Yes . . . . .	—	1	1	14	—	—	—	—	—	—	—	5	—	—	—	2	—	1	—	—	24	
2	No . . . . .	4	15	5	36	18	3	7	4	1	—	1	23	1	3	—	9	1	2	10	10	153	
3	Yes, Minimum wage should be treated as subsistence wage . . . . .	—	—	—	—	—	—	—	1	—	—	—	1	—	1	—	1	—	—	1	—	5	
4	Yes, changed living conditions must be taken into account while fixing minimum wage . . . . .	1	—	—	2	1	—	—	—	—	1	1	2	1	1	1	7	—	—	1	—	19	
5	Yes, it should be defined only in money terms as introduction of other things would create confusion . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
6	Yes, it must also provide for housing facilities . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
7	No, until the minimum concept has been achieved . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2	
8	Yes, it should include workers family also . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	2	—	—	—	—	4	
9	Yes, on the basis of capacity of Industry to pay . . . . .	—	—	—	4	4	—	2	—	—	1	—	5	—	—	—	—	—	—	—	—	16	
10	No, but contribution payable where ESI is applicable should be taken into account while fixing minimum wages . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
11	Yes, it should be the need-based wage for all . . . . .	—	—	—	1	—	—	1	—	—	—	—	2	4	7	3	4	—	—	—	1	23	
12	Yes, educational and medical facilities should not be included in the concept . . . . .	—	—	—	—	1	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	3	
13	No, it should be implemented . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	3	1	—	1	—	—	—	5	

TABLE No. 1-243—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14	No, except that it should be identified with the living wage principle . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
15	Minimum wage is not feasible for the private sector because of peculiar conditions . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—
16	In addition to this, a small amount of saving in future should always be a part of the concept of minimum wages . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17	It should be the duty of the State to provide minimum wage requirements to all including labour . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18	Concept of minimum wage should also be linked with productivity of labour . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
19	Yes, it should provide for old age pensions or annuity too . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3
20	Yes, changed living conditions and the basis of capacity of Industry to pay must be taken into account while fixing Minimum Wage . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21	Yes, the concept of minimum wage should be defined only in money terms as introduction of other things could create confusion. It should also be linked with productivity of labour . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	No comments . . .	13	4	17	14	20	1	13	6	—	—	—	40	—	26	9	24	9	12	21	27	256
Total . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-243

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 134: As set forth in the report of the Committee on Fair Wages, "The minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the health and efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities." Should this concept of minimum wage be modified in any way ?																			
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1 Yes . . . . .	—	1	—	1	2	—	—	—	—	—	—	—	—	—	1	3	1	10	19	
2 No . . . . .	2	7	4	4	1	1	1	4	11	5	1	1	2	1	4	1	2	42	93	
3 Yes—Minimum wage should be treated as subsistence wage . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
4 Yes—changed living conditions must be taken into account while fixing Minimum Wage . . . . .	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	1	—	4	7	
5 No, until the minimum concept has been achieved . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
6 Yes, it should include workers' family also . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
7 Yes, on the basis of capacity of industry to pay . . . . .	—	1	—	2	—	—	1	—	1	—	—	2	1	—	—	—	—	8	16	
8 No, but contribution payable where E. S. I. is applicable, should be taken into account while fixing minimum wages . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
9 Yes, it should be the need-based wage for all . . . . .	—	—	—	1	—	—	—	—	1	—	—	—	—	1	—	—	—	1	4	
10 Yes, Educational and medical facilities should not be included in the concept . . . . .	1	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	3	
11 Minimum Wage is not feasible for the private sector because of peculiar conditions . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
12 In addition to this, a small amount of saving in future should always be a part of the concept of minimum wages . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
13 It would be the duty of State to provide minimum wage requirements to all including labour . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	

TABLE No. 2-243—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	Concept of minimum wage should also be linked with productivity of labour . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2
15	Yes, changed living conditions and the basis of capacity of industry to pay must be taken into account while fixing minimum wage. . . . .	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
16	Yes, the concept of minimum wage should be defined only in money terms as introduction of other things could create confusion. It should also be linked with productivity of labour. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	No comments . . . . .	4	—	6	10	2	—	1	5	1	1	—	7	—	—	2	—	55	94
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-243

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 134 : As set forth in the report of the Committee on Fair Wages, "The minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the health and efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities". Should this concept of minimum wage be modified in any way?															
	1	2	3	4	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	Yes . . . . .	. . . . .	. . . . .	. . . . .	. . . . .	1	. . . . .	. . . . .	1	1	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	3
2	No . . . . .	. . . . .	. . . . .	. . . . .	. . . . .	3	. . . . .	. . . . .	. . . . .	. . . . .	1	. . . . .	. . . . .	1	6	16
3	Yes. Minimum wage should be treated as subsistence wage . . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	1	2
4	Yes—changed living conditions must be taken into account while fixing Minimum Wage . . . . .	. . . . .	1	. . . . .	. . . . .	2	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	1	. . . . .	6	10
5	Yes it must also provide for housing facilities . . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	1	1
6	No, until the minimum concept has been achieved . . . . .	. . . . .	. . . . .	. . . . .	. . . . .	1	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	1
7	Yes, it should include workers' family also . . . . .	. . . . .	. . . . .	. . . . .	. . . . .	2	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	1	3
8	Yes, it should be the need-based wage for all . . . . .	. . . . .	2	. . . . .	. . . . .	1	. . . . .	1	2	. . . . .	. . . . .	. . . . .	1	1	10	18
9	No. It should be implemented . . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	5	5
10	Concept of minimum wage should also be linked with productivity of labour . . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	1	1
11	Yes, it should provide for old age pensions or annuity too. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	. . . . .	1	1
12	No comments . . . . .	. . . . .	3	4	2	5	1	2	2	2	. . . . .	3	1	1	56	80
TOTAL . . . . .		. . . . .	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-243

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 134 : As set forth in the report of the Committee on Fair Wages: "The minimum wage must provide not merely for the bare sustenance of life, but for the preservation of the health and efficiency of the worker. For this purpose, the minimum wage must also provide for some measure of education, medical requirements and amenities". Should this concept of 'minimum wage be modified any way ?	Central Trade Unions								Employers Associations							
		I. N. T. U. C.	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	Yes . . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	1		
2	No. . . . .	—	2	—	3	1	—	—	1	—	—	—	2	—	11		
3	Yes. Minimum wages should be treated as subsistence wage . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—		
4	Yes, changed living conditions must be taken into account while fixing wage . . . . .	—	2	—	1	—	—	—	—	—	—	1	1	—	1		
5	No, until the minimum concept has been achieved . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—		
6	Yes, it should include workers' family also . . . . .	—	1	—	—	—	—	1	—	—	—	—	—	—	—		
7	Yes, on the basis of capacity of Industry to pay . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	6		
8	Yes, it should be the need based wage for all . . . . .	1	12	—	—	2	—	—	1	—	—	—	—	—	1		
9	Yes. Educational and medical facilities should not be included in the concept . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
10	No, it should be implemented. . . . .	—	—	—	1	—	—	—	1	1	—	—	—	—	—		
11	Concept of minimum wage should also be linked with productivity of labour . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—		
12	Yes, it should provide for old age pensions or annuity too. . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—		
13	No comments . . . . .	—	17	—	16	—	1	—	5	—	5	—	—	—	5		
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26		

TABLE No. 1-244

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Replies to the Questionnaire—Category-wise Distribution of Respondents																						
	Government Departments					Enterprises/undertakings					Employers Associations					Workers unions					Others		
	State					Private					Other Unions					Individuals					Total		
	Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisation	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Others			
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
Q. No. : 135 The 15th session of the Indian Labour Conference accepted certain norms (Appendix IX) in regard to the size of the worker's family and minimum requirements of the family relating to food, clothing, housing and other items of expenditure. Attempts made by some wage fixing authorities to quantify this minimum wage have brought out the difficulties in implementing the formula. In what respects do the standards require reconsideration?																							
1 The standards as such do not require reconsideration (or it should be given)	1	7	3	13	4	1	1	1	—	—	—	9	4	21	5	14	1	1	3	6	95		
2 Regional climatic considerations should also be given due weightage	—	1	—	2	—	—	1	—	—	—	—	—	—	—	—	1	—	—	1	1	7		
3 Size of the family should be defined/altered according to nature of Industry	—	—	—	—	1	—	—	—	1	—	—	2	—	—	—	1	—	—	—	—	5		
4 Earnings of the other members of the family should also be taken into account	—	—	—	—	—	—	—	—	—	—	—	3	—	—	—	—	—	—	—	—	3		
5 Cost of living should also be taken into consideration	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
6 Recommendations are good, but cannot be implemented under the present circumstances	—	1	—	1	1	1	2	1	—	1	1	5	—	1	—	—	—	—	2	2	19		
7 Should be decided through a frank tripartite talk	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
8 Profit earning concerns must be made to pay fair wages and not the minimum wages	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1		
9 Fixing wages on a hypothetical standard which is yet to be achieved, is wrong	—	—	—	9	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	10		
10 The need-based wage may not be possible, as long as we import food and cotton	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
11 Even with modifications, it may be difficult to put this into practice unless the wages are linked to productivity	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2		
12 The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		

TABLE No. 1-244—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
13	Even the norms thus accepted have not been fully reckoned while fixing the minimum for one industry . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	2
14	The norms prescribed are on the high side compared to the national and per capita income . . . .	—	1	—	3	—	—	—	1	—	—	—	4	—	—	—	—	—	—	—	—	9
15	It is essentially an economic and political issue . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16	All points regarding food, cloth and miscellaneous items of expenditure require re-examination . . . .	—	2	—	8	—	—	—	—	—	—	—	3	1	1	1	—	—	—	—	—	16
17	Norms should be made more realistic having regard to capacity to pay of industry of changed conditions] . . .	—	3	—	6	6	1	3	—	—	1	—	7	—	1	—	—	—	—	—	2	30
18	Some changes are necessary . . . .	—	—	—	1	—	—	2	—	—	—	—	3	—	—	—	2	—	—	—	—	8
19	Earnings of the other members of the family and their cost of living should also be taken into consideration . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20	The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low. The assumption that a family has only 2 children is wrong; 4 children per family would be realistic estimate; the assumption about the consumption is unrealistic, since one child in India does not consume very much less than an adult . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
21	The standards as such do not require reconsideration; the standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low. The assumption that a family has only 2 children is wrong. 4 children per family would be realistic estimate; the assumption about the consumption is unrealistic, since one child in India does not consume very much less than an adult . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	Regional climatic considerations should also be given due weightage; size of the family should be defined/altered according to nature of industry; earnings of the other members of the family should also be taken into consideration . . . .	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	3
23	The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low; The norms prescribed are on the high side compared to the national and per capita income . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2

TABLE No. 1-244—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
24	The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low. The points regarding food, cloth and miscellaneous items of expenditure require reexamination.	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
25	The standards as such do not require reconsideration (or it should be given) should be decided through a frank tripartite talk.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
26	Regional climatic considerations should also be given due weightage. The standard family should be taken to consist of at best 4 to 5 consumption units, 3 being too low.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
27	The wage structure should be based on skill and responsibility for each job.	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
28	Except in the case of women and other non-manual workers which is high, others are all right.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
29	The norms should be extended to agriculture.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
30	These considerations have no practical value.	—	—	—	—	1	—	1	—	—	—	—	4	—	—	—	—	1	—	—	—	7
31	Diet prescribed should be spelled out.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
32	These norms must be implemented.	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	—	—	—	—	—	3
33	No comments.	16	5	20	23	28	1	12	8	1	—	—	40	—	16	8	30	10	13	26	26	263
Total.		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-244

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total		
1	—	1	1	1	1	1	—	2	2	—	—	1	—	4	—	1	14	29		
2	—	—	—	—	—	1	—	1	—	—	—	—	—	—	—	1	—	3		
3	2	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	4		
4	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	1	3		
5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
6	—	1	2	3	—	—	1	1	—	—	—	—	—	—	—	—	5	13		
7	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
8	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	9	10		
9	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2		
10	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
12	1	—	—	1	—	—	2	1	1	—	—	—	—	—	—	—	2	8		
13	—	—	—	2	—	—	—	2	—	—	—	—	2	1	1	—	3	11		

Q. No. 135 : The 15th session of the Indian Labour Conference accepted certain norms (Appendix IX) in regard to the size of the worker's family and minimum requirements of the family relating to food, clothing, housing and other items of expenditure. Attempts made by some wage fixing authorities to quantify this minimum wage have brought out the difficulties in implementing the formula. In what respects do the standards require reconsideration ?

1 The standards as such, do not require reconsideration (or it should be given)

2 Regional climatic considerations should also be given due weightage.

3 Size of the family should be defined/allowed according to the nature of the industry.

4 Earnings of the other members of the family should also be taken into account

5 Cost of living should also be taken into consideration

6 Recommendations are good, but cannot be implemented under the present circumstances

7 Should be decided through a frank tripartite talk.

8 Fixing wages on a hypothetical standard which is yet to be achieved, is wrong

9 The need-based wage may not be possible, as long as we import food and cotton

10 Even with modifications, it may be difficult to put this into practice unless the wages are linked  $\frac{2}{3}$  to productivity

11 The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low.

12 The norms prescribed are on the high side compared to the national and per capita income

13 All points regarding food, cloth and miscellaneous items of expenditure require re-examination

1 The standards as such, do not require reconsideration (or it should be given)

2 Regional climatic considerations should also be given due weightage.

3 Size of the family should be defined/allowed according to the nature of the industry.

4 Earnings of the other members of the family should also be taken into account

5 Cost of living should also be taken into consideration

6 Recommendations are good, but cannot be implemented under the present circumstances

7 Should be decided through a frank tripartite talk.

8 Fixing wages on a hypothetical standard which is yet to be achieved, is wrong

9 The need-based wage may not be possible, as long as we import food and cotton

10 Even with modifications, it may be difficult to put this into practice unless the wages are linked to productivity

11 The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low.

12 The norms prescribed are on the high side compared to the national and per capita income

13 All points regarding food, cloth and miscellaneous items of expenditure require re-examination

TABLE No. 2-244—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	Norms should be made more realistic having regard to capacity of Industry to pay or changed conditions . . . . .	—	—	1	1	—	—	1	2	—	1	1	4	—	—	2	—	11	24
15	Some changes are necessary . . . . .	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	4	6
16	Earnings of the other members of the family and their cost of living should also be taken into consideration . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
17	The standards as such do not require reconsideration (or it should be given). The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low. The assumption that a family has only 2 children is wrong. 4 Children per family would be a realistic estimate, the assumption about the consumption is unrealistic, since one child in India does not consume very much less than an adult . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
18	Regional climatic considerations should also be given due weightage. Size of the family should be defined/alterd according to nature of Industry. Earnings of the other members of the family should also be taken into account . . . . .	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3
19	The standard family should be taken to consist of at least 4 to 5 consumption units; 3 being too low. The norms prescribed are on the high side compared to the national and per capita income . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	2
20	The standard family should be taken to consist of at least 4 to 5 consumption units; 3 being too low. All points regarding food, cloth and miscellaneous items of expenditure require re-examination . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	2
21	The Wage Structure should be based on skill and responsibility for each job . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
22	Except in the case of women and other non-manual workers which is high others are all right . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
23	These considerations have no practical value . . . . .	—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	4	6
24	No comments . . . . .	3	4	6	11	2	—	2	6	1	1	—	6	—	—	5	1	65	113
TOTAL		9	7	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABL E No. 3:244

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	6	—	—	6	—	1	1	—	1	1	1	2	27	46
2	—	—	—	—	—	—	—	—	—	—	—	—	1	1
3	—	—	—	—	—	—	1	—	—	—	—	—	—	1
4	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	1	—	—	—	—	—	—	—	—	—	—	—	—	1
7	—	—	—	1	—	—	—	—	—	—	—	—	1	2
8	—	—	—	—	—	—	—	—	—	—	1	—	2	3
9	—	—	—	—	—	—	1	—	—	—	—	—	1	1
10	—	—	—	1	—	—	—	—	—	—	—	—	—	2
11	—	—	—	—	—	—	—	—	—	—	—	—	1	1
12	—	—	—	1	—	—	—	—	—	—	—	—	—	1
13	—	—	—	—	—	—	—	1	—	—	—	—	—	1
14	5	4	2	6	1	—	2	2	—	2	1	1	51	77
Total														141

TABLE No. 4-244

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 135 : The 15th session of the Indian Labour Conference accepted certain norms (Appendix IX) in regard to the size of the worker's family and minimum requirements of the family relating to food, clothing, housing and other items of expenditure. Attempts made by some wage fixing authorities to quantify this minimum wage have brought out the difficulties in implementing the formula. In what respects do the standard require reconsideration ?	Central Trade Unions							Employers Associations						
		I. N. T. U. C.	Is affiliates	A. I. T. U. C.	Is affiliates	U. T. U. C.	Is affiliates	H. M. S.	Is affiliates	B. M. S.	Is affiliates	A. I. M. O.	Is affiliates	Council of Indian Employers	Is affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	The standards as such do not require reconsideration (or it should be given)	1	19	—	13	1	—	—	1	—	—	—	1	—	4
2	Size of the family should be defined/altered according to nature of Industry	—	—	—	—	—	—	—	—	—	—	—	—	—	2
3	Recommendations are good but cannot be implemented under the present circumstances	—	—	—	1	—	—	—	—	—	—	1	1	—	2
4	Even the norms thus accepted have not been fully reckoned while fixing the minimum for our industry	—	—	—	—	—	—	1	—	—	—	—	—	—	—
5	The norms prescribed are on the high side compared to the national and per capita income	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6	All points regarding food, cloth and miscellaneous items of expenditure require re-examination	—	—	—	—	1	—	—	1	—	—	—	—	—	2
7	Norms should be made more realistic having regard to capacity to pay of industry or changed conditions	—	—	—	—	—	—	—	—	1	—	—	—	1	2
8	Some changes are necessary	—	1	—	—	—	—	—	—	—	—	—	—	—	3
9	The standard family should be taken to consist of at least 4 to 5 consumption units, 3 being too low; the norms prescribed are on the high side compared to the national and per capita income	—	—	—	—	—	—	—	—	—	—	—	1	—	—
10	The standards as such do not require reconsideration (or it should be given) should be decided through a frank tripartite talk	—	—	—	—	—	—	—	—	—	—	—	—	—	—
11	These considerations have no practical value	—	1	—	—	—	—	—	—	—	—	—	—	—	1
12	These norms must be implemented	—	—	—	—	1	1	—	—	—	—	—	—	—	—
13	No comments	—	17	—	8	—	1	—	6	—	5	—	—	—	9
Total		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-245

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments				Enterprises/undertakings				Employers Associations				Workers unions				Others																							
	State				Private				Central Organisations				Other Associations/Organisation				Central Trade Unions				State/Regional Branches				All India Unions (Industry-wise)				Other unions				Research and Other Institutions				Individuals			
	Central	Labour	Other (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisation	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals	Total																			
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24																		
1	Yes	6	2	24	4	1	4	1	1	—	—	12	5	7	2	10	1	—	6	3	89																			
2	No	3	1	3	2	1	—	—	—	—	—	10	1	1	2	2	—	2	—	2	30																			
3	To some extent	1	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	3																			
4	Only on a phased programme	—	—	5	2	—	1	—	—	—	—	3	—	—	—	—	—	—	1	—	12																			
5	Does not hold good since most of the work is done by piece rate	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																			
6	If the Industry cannot pay the minimum wage, it has not right to exist	—	—	2	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3																			
7	Need based minimum concept is feasible only where there is self-sufficiency	1	—	4	—	—	1	—	—	—	—	4	—	—	—	—	—	—	—	—	11																			
8	Not until we are self-sufficient in food	—	—	2	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	3																			
9	Since phasing also depends upon the future trend of national income, it is unrealistic to chalk out now	—	1	—	2	—	1	1	—	1	—	5	—	—	—	1	—	—	1	1	14																			
10	The wages are being paid at rates much higher than those prescribed under the Minimum Wages Act in our concern	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																			
11	It should be possible to provide the minimum need based wage referred to above	—	—	—	1	—	—	—	—	—	—	—	—	1	—	3	—	—	—	—	5																			
12	The ideal of need-based wage could be achieved by linking wage to productivity through 'Wage Plan' by increasing production during a period of years	—	1	—	2	2	1	—	—	—	—	—	—	—	—	—	—	—	—	—	6																			
13	Yes, the immediate objective should be to achieve the need based minimum in all sectors first	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	—	1	—	1	4																			

TABLE No. 1-245—(contd.).

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14	It is certainly a desirable objective	—	1	—	3	3	—	1	1	—	—	—	2	1	3	2	3	1	—	1	1	23
15	The feasibility has not been assessed in an impartial manner	—	—	—	—	—	—	—	—	—	—	—	—	—	41	—	—	—	—	—	—	1
16	Yes, existing wage levels should correlate to a certain minimum output and linked to increase in labour productivity	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	2
17	The implementation of minimum should also look into the capacity of industry	—	—	—	1	2	—	1	—	—	—	—	2	—	—	—	—	—	—	—	—	6
18	Yes, if the standards are such which could be easily implemented	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	Norms laid down in 15th session of Indian Labour Conference should be followed	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
20	If the Industry cannot pay the minimum wage, it has no right to exist; need based minimum concept is feasible only where there is self-sufficiency	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
21	No comments	17	7	20	23	29	1	13	8	1	—	—	45	—	29	9	30	9	12	23	50	306
Total		18	21	23	74	451	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-245

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools Scientific instruments.	Oil extraction, Refining and Distribution.	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1 Yes . . . . .	.	—	3	1	4	2	—	1	1	2	—	1	1	—	2	1	1	27	47
2 No . . . . .	.	—	—	1	1	—	—	—	1	1	1	—	1	1	—	—	—	9	16
3 To some extent . . . . .	.	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2
4 Only on a phased programme . . . . .	.	—	1	—	—	—	1	1	1	—	1	—	1	—	2	—	—	3	11
5 If the Industry cannot pay the minimum wage, it has no right to exist . . . . .	.	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2
6 Need-based minimum concept is feasible only when there is self-sufficiency . . . . .	.	1	1	—	1	—	—	—	1	1	—	—	—	—	—	1	—	3	9
7 Not until we are self-sufficient in food . . . . .	.	—	—	—	—	—	—	1	2	—	—	—	—	—	—	—	—	—	3
8 Since phasing also depends upon the future trend of national income, it is unrealistic to chalk out now . . . . .	.	—	—	2	2	—	—	1	2	—	—	—	—	—	—	—	—	3	10
9 The wages are being paid at rates much higher than those prescribed under the Minimum Wages Act in our concern . . . . .	.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	2
10 It should be possible to provide the minimum need-based wage referred to above . . . . .	.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
11 The ideal of need-based wage could be achieved by linking wage to productivity through 'Wage Plans' by increasing production during a period of years . . . . .	.	—	—	—	1	—	—	—	3	—	—	—	—	—	—	—	—	1	5
12 Yes, the immediate objective should be to achieve the need-based minimum in all sectors first . . . . .	.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
13 It is certainly a desirable objective . . . . .	.	—	1	—	1	1	—	1	—	—	—	—	—	—	—	1	—	5	10
14 Yes, existing wage levels should co-relate to a certain minimum output and linked to increase in labour productivity . . . . .	.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2

Q. No. 136: If it is not feasible to provide the minimum wages referred to earlier to the working class, is it possible to suggest a phased programme for implementing the need-based minimum as recommended by the Indian Labour Conference?

TABLE No. 2-245—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15	The implementation of minimum wage should also look into the capacity of industry.	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	4	6
16	Yes, if the standards are such which could be easily implemented.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	No comments	6	2	6	11	2	1	1	7	2	1	—	8	—	—	5	2	66	120
Total		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-245  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 136 : If it is not feasible to provide the minimum wages referred to earlier to the working class, is it possible to suggest a phased programme for implementing the need-based minimum as recommended by the Indian Labour Conference?																Total
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments.	Oil extraction, Refining and Distribution.	Banking	Rail Transport	Road Transport	Others				
1	2	4	5	6	7	8	9	10	11	12	13	14	15	16			
1 Yes . . . . .	2	—	—	3	—	1	2	—	1	—	1	1	14	25			
2 No . . . . .	3	—	—	—	—	—	—	1	—	—	1	—	3	8			
3 If the Industry cannot pay the minimum wage, it has no right to exist . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1			
4 Since phasing also depends upon the future trend of national income it is unrealistic to chalk out now . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—			
5 It should be possible to provide the minimum need-based wage referred to above . . . . .	—	—	—	2	—	—	1	—	—	—	—	—	1	4			
6 Yes, the immediate objective should be to achieve the need based minimum in all sectors first . . . . .	1	—	—	1	—	—	—	—	—	—	—	—	—	2			
7 It is certainly a desirable objective . . . . .	—	—	—	3	—	—	1	—	—	1	—	—	5	10			
8 The feasibility has not been assessed in an impartial manner . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1			
9 No Comments . . . . .	5	4	2	5	1	—	1	2	—	2	1	2	64	89			
TOTAL . . . . .	12	4	2	15	1	1	5	3	1	3	3	3	88	141			

TABLE No. 4-245

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 136: If it is not feasible to provide the minimum wages referred to earlier to the working class, is it possible to suggest a phased programme for implementing the need-based minimum as recommended by the Indian Labour Conference?	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	A. I. T. U. C.	Its affiliates	H. M. S.	Its affiliates	U. T. U. C.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates	
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .	1	12	—	3	2	—	—	—	—	—	—	—	—	4
2	No . . . . .	—	1	—	—	1	1	—	—	—	—	—	—	—	3
3	To some extent . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	2
4	Only on a phased programme . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—
5	If the Industry cannot pay the minimum wage, it has no right to exist . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
6	Need-based minimum concept is feasible only when there is self-sufficiency . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—
7	Since phasing also depends upon the future trend of national income, it is unrealistic to chalk out now . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—
8	It should be possible to provide the minimum need-based wage referred to above . . . . .	—	2	—	—	—	—	—	1	—	—	—	—	—	—
9	The ideal of need-based wage could be achieved by linking wage to productivity through 'Wage Plan' by increasing production, during a period of years . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—
10	Yes, the immediate objective should be to achieve the need-based minimum in all sectors first . . . . .	—	1	—	—	—	—	—	—	—	—	—	1	—	—
11	It is certainly a desirable objective . . . . .	—	2	—	1	—	—	—	1	—	—	—	—	—	2
12	The feasibility has not been assessed in an impartial manner . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—
13	Yes, existing wage levels should co-relate to a certain minimum output and linked to increase in labour productivity . . . . .	—	—	—	—	—	—	—	—	—	1	—	1	—	—
14	The implementation of minimum should also look into the capacity of industry . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15	No comments . . . . .	—	19	—	18	—	1	—	—	—	—	—	—	—	10
TOTAL		1	38	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. 1-246

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 137: The Committee on Fair Wages made its recommendations about minimum wage against the background of conditions in the industrial sector. Do these ideas require modification if they are to be relevant to non-industrial workers who predominate in the economy?	Government Departments					Enterprises/under takings					Employers Associations					Workers unions					Others	Total		
		State					Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size			Research and Other Institutions	Individuals
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere																			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23			
1	Yes	—	4	1	23	10	1	3	2	—	—	—	19	1	2	1	3	—	—	2	3	75			
2	No.	2	6	4	9	6	—	3	1	1	1	2	4	—	3	3	6	—	—	6	5	62			
3	To some extent	—	1	—	1	—	—	1	—	—	—	—	2	1	—	—	2	—	—	—	1	9			
4	Non-industrial workers should also be entitled for the need-based minimum	—	2	—	5	2	—	2	—	—	—	—	3	1	2	1	—	—	—	—	—	18			
5	Depends upon the wages paid in cash and kind	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
6	Wages in non-industrial sector should be different since the cost structure differs	—	—	—	2	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
7	No, since the consumption pattern is almost same between these two	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2			
8	Yes, separate wages may be worked out for urban & non-industrial workers	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—			
9	This should be equated with need-based wage of the 15th I.L.C.	—	—	—	—	—	—	—	—	—	—	—	—	—	3	1	2	—	—	—	—	7			
10	Depends upon how the term "non-industrial workers" is defined	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1			
11	Yes, there should be an attempt to progressively reduce the difference	—	2	—	2	—	—	2	—	—	1	—	3	—	2	1	1	1	—	—	—	15			
12	The recommendations are yet to reach Agricultural Labourers before modifications are done	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2			
13	Yes, there should be a reduction in the matter of housing & clothing	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1			
14	Yes, since the conditions of two types of workers differ	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1			
15	No comments	16	5	18	30	27	1	13	8	1	—	—	51	2	30	8	37	10	14	24	31	326			
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524			

TABLE No. 2-246

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Total
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others Industries	
1	Yes . . . . .	2	2	2	6	2	1	2	5	1	1	1	2	—	3	2	—	26	58	
2	No . . . . .	—	2	—	3	1	—	1	3	2	—	—	2	—	1	—	—	12	27	
3	To some extent . . . . .	—	—	—	1	—	1	—	—	—	—	—	—	1	—	—	—	1	4	
4	Non-industrial workers should also be entitled for the need-based minimum . . . . .	—	—	—	1	—	—	1	1	1	—	—	—	—	—	—	1	7	12	42
5	Dependents upon the wages paid in cash and kind . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
6	Wages in non-industrial sector should be different since the cost structure differs . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	2	
7	No since the consumption pattern is almost same between these two . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
8	Yes, separate wages may be worked out but for urban and non-industrial workers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	2	
9	Yes, there should be an attempt to progressively reduce the difference . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	5	8
10	The recommendations are yet to reach agricultural labourers before modifications are done . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
11	Yes since the conditions of two types of workers differ . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
12	No comments . . . . .	5	5	6	11	2	1	1	7	2	2	—	8	1	1	5	1	73	131	
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE NO. 3-246

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 137 : The Committee on Fair Wages made its recommendations about minimum wage against the background of conditions in the industrial sector. Do these ideas require modification if they are to be relevant to non-industrial workers who predominate in the economy ?	Industry-wise Distribution of Respondents														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments,	Oil extraction, Refining and Distribution,	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Yes . . . . .	—	—	—	1	—	—	2	—	—	—	—	1	3	7	
2	No . . . . .	2	1	—	3	—	—	—	—	1	—	1	—	4	12	
3	To some extent . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	2	3	
4	Non-industrial workers should also be entitled for need-based minimum . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	3	4	
5	This should be equated with the need-based wage of the 15th I.L.C. . . . .	2	—	—	1	—	—	—	—	—	—	—	—	4	7	
6	Depends upon how the term "non-industrial workers" is defined . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
7	Yes, there should be an attempt to reduce the difference progressively . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	4	5	
8	Yes, there should be a reduction in the matter of housing and clothing . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
9	No comments . . . . .	6	3	2	9	1	—	3	3	—	3	1	2	68	101	
TOTAL . . . . .		12	4	2	15	1	1	5	13	1	3	3	3	88	141	

TABLE No. 4-246

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number		Central Trade Unions								Employers Associations					
		I.N.T.U.C.	A.I.T.U.C.	U.T.U.C.	H.M.S.	Is affiliates	B.M.S.	Is affiliates	Is affiliates	A.I.M.O.	Is affiliates	Council of Indian Employers	Is affiliates		Is affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .	—	3	—	1	1	—	—	1	—	—	—	1	—	5
2	No . . . . .	—	4	—	2	—	—	—	2	—	—	1	2	—	3
3	To some extent . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	3
4	They should also be entitled for the need-based minimum . . . . .	—	2	—	—	1	1	—	—	—	—	—	—	—	2
5	Yes, separate wages may be worked out for urban and non-industrial workers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6	They should be equated with the need-based wages of the 15th I.L.C. . . . .	1	6	—	—	—	—	—	—	—	—	—	—	—	—
7	Yes, there should be an attempt to reduce the difference progressively . . . . .	—	1	—	—	—	—	—	—	1	—	—	—	1	2
8	No comments . . . . .	—	22	—	19	—	1	1	6	—	5	—	—	—	10
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE NO. 1-247  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 138 : If the idea of fixing a national minimum wages to be accepted taking into account the replies to questions 134 to 137 earlier how it is to be worked out in practice?	Government Departments					Enterprises/Undertakings					Employers Associations					Workers unions					Others		Total
		State					Private					Employers Associations					Workers unions					Others		
		Central	Labour	(Others including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals			
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	Fixing a national minimum wage by first fixing different minimum wage levels on the basis of appropriate area-wise and employment-wise classification . . . . .	—	—	—	1	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	5	
2	Fixing a national minimum wage is highly complicated, since there always exist disparities in economic prosperity and standard of living . . . . .	—	2	1	10	1	—	1	—	—	—	—	4	—	—	—	—	—	—	—	—	—	19	
3	We do not agree with this proposition of fixing a national minimum wage at this stage . . . . .	1	5	1	0	5	1	2	—	—	1	1	12	—	—	—	1	—	—	—	4	1	41	
4	Regional and sectoral considerations in all its aspects should be given due weightage . . . . .	—	2	—	8	2	—	1	—	—	—	—	2	—	2	—	5	—	—	—	—	1	23	
5	This has meaning only when the efficiency of the worker to produce more is increased . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
6	In the absence of a national food policy to become self-sufficient this is not possible and feasible . . . . .	—	—	—	—	—	—	1	1	—	—	—	1	—	—	—	—	—	—	—	—	—	5	
7	There is no need to fix a national minimum wage as the conditions vary from region to region and economy is not stabilised . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
8	It should be a phased programme keeping in view the prevailing conditions of industry, etc. . . . .	1	—	—	—	1	—	2	—	—	—	—	1	—	—	—	2	—	—	—	—	—	7	
9	Some serious thinking is necessary as it is already delayed too much . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	3		
10	Fixing a national minimum wage seems to be impracticable one . . . . .	—	1	1	6	4	1	—	1	—	—	—	8	—	—	—	1	—	—	—	—	1	24	

TABLE No. 1-247—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
11	There is hardly any need if the minimum requirements for food, cloth and housing are provided . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
12	For agricultural and other unorganised sectors, it should be phased and for industries, it should depend on production . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
13	It may be difficult to fix it in the case of small scale industries . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
14	Assuming an 8 hours day, the national minimum wage should be at best 25 N.P. per hour (basic) exclusive of dearness allowance . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
15	By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and then working out their value . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	1	1	—	1	—	—	—	—	1	5
16	By appointing a National Minimum Wage Standardisation Committee or Expert Committee or left to experts . . . . .	—	1	—	2	—	—	2½	—	—	—	—	1	—	—	1	—	—	—	—	1	—	8
17	Regional minimum wage has a better chance of success . . . . .	—	—	—	2	—	—	1	—	—	—	—	1	—	—	—	—	—	1	—	—	—	5
18	It has to be gradually aimed at by increasing production /or National Minimum Wage must be fixed . . . . .	—	—	1	2	1	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	6
19	The concept of minimum need-based wage evolved by Committee on Fair Wages should be the basic standard for the whole country . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1	1	—	—	—	—	1	—	4
20	National minimum wage is desirable but it should not become a maximum wage . . . . .	—	2	—	1	—	—	—	—	—	—	—	—	—	2	1	—	—	1	—	—	—	7
21	By State-wise revision of minimum wages every five years . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	National minimum wage should be worked out for three sectors i.e. agricultural, non-organised and organised or all sectors . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	2
23	National minimum hours of work should also be laid down . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24	By multiplying the per capita income at current prices by the number of units in a family of maximum four persons . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	3	1	3	—	—	—	—	—	8
25	Minimum wage should be fixed State-wise as a step towards evolving national minimum wage . . . . .	—	—	—	1	1	—	1	—	—	—	—	—	—	9	—	—	—	—	—	—	—	1
26	It should be fixed/it is certainly a desirable concept . . . . .	—	—	1	—	1	—	—	—	—	—	—	—	—	2	1	1	—	—	1	1	1	8

TABLE No. 1-247—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
27	It should be co-related with the rate of growth of the national income and industry's capacity to pay . . . . .	—	1	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	1	—	4
28	It should be based on the norms laid down by the 15/16th Indian Labour Conference . . . . .	—	1	1	—	—	—	—	—	—	—	—	—	—	3	1	2	—	—	—	3	11
29	Difference of wages should not be more than in the ratio of 1 : 10 . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
30	Fixing a national minimum wage is an advantage for the both employers and employees . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
31	Fixing a national minimum wages seems to be an impracticable one whereas regional minimum wage has a better chance of success . . . . .	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	1	—	—	—	—	3
32	Fixing, a national minimum wage seems to be an impracticable one, rather the concept of minimum need-based wage evolved by the Committee on Fair Wages should be the basic standard for the whole country . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
33	We do not agree with the proposition of fixing a national minimum wage at this stage, sectoral considerations in all its aspects should be given due weightage . . . . .	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	2
34	Regional and sector considerations in all its aspects should be given due weightage and also it should be co-related with the growth of national income and industry's capacity to pay . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
35	By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and then working out their value. Corresponding to rate of growth of national income and industry's capacity to pay . . . . .	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2
36	Not a difficult one if the condition of industry is kept in view with a vigil over the economy of the units . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
37	Should be based on need-based norms . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
38	By controlling population and stabilisation of prices of goods . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
39	A minimum wage of Rs. 250 should be fixed taking into account 1966 index . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
40	As per provisions of Minimum Wages Act . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
41	No comments . . . . .	16	5	17	25	26	2	10	8	2	1	—	47	1	15	9	32	11	13	25	26	291
Total . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-247

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 138: If the idea of fixing a National Minimum Wage is to be accepted taking into account the replies to question 134 to 137 earlier how is it to be worked out in practice?																				Total
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	19	20		
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20			
1	—	—	—	—	—	1	—	—	—	—	—	1	—	1	—	—	—	—	3		
2	—	—	—	1	—	—	1	—	—	—	—	1	—	—	—	—	13	16			
3	—	1	1	—	2	—	—	4	—	—	—	3	1	1	—	—	15	28			
4	1	—	—	1	—	—	—	—	3	1	—	—	1	2	—	1	3	13			
5	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2			
6	—	—	—	2	—	—	—	2	—	—	—	—	—	—	—	1	—	5			
7	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1			
8	—	—	—	2	—	—	—	—	—	—	—	—	—	—	1	—	1	4			
9	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1			
10	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1			
11	—	1	2	3	1	—	—	2	—	—	—	1	—	2	—	—	8	20			
	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			

TABLE No. 2-247—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12	For agricultural and other unorganised sectors, it should be phased and for industries, it should depend on production . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13	It may be difficult to fix it in case of small scale industries. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
14	By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and then working out their value . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
15	By appointing a National Minimum Wage Standardization Committee or Export Committee or left to exports . . . . .	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	—	3	5
16	Regional minimum wage has a better chance of success . . . . .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2	4
17	It has to be gradually aimed at by increasing production/or National minimum Wage must be fixed . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2	3
18	The concept of minimum need-based wage evolved by the Committee on Fair Wages should be the basic standard for the whole country . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
19	National minimum wage is desirable but it should not become maximum wage. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
20	By state-wise revision of minimum wages every five years . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
21	National minimum wage should be worked out for three sectors i.e. agricultural, non-organised and organised or all sectors . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
22	National minimum hours of work should also be laid down. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
23	Minimum wage should be fixed state-wise as a step towards evolving national minimum wage. . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	2	3
24	It should be fixed/It is essentially desirable concept . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
25	It should be co-related with the rate of growth of the national income and Industry's capacity to pay . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
26	Fixing a national minimum wage seems to be an impracticable one; whereas Regional minimum wage has a better chance of success . . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
27	Fixing a National minimum wage seems to be an impracticable one; rather than the concept of minimum need-based wage evolved by the Committee on Fair Wages should be the basic standard for the whole country . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

TABLE No. 2-247—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	We do not agree with the proposition of fixing a National Minimum Wage at this stage, sectoral considerations in all its aspects should be given due weightage . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	2
29	By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and the working out their value corresponding to rate of growth of National Income and Industry's capacity to pay . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
30	Not a difficult one if the condition of industry is kept in view with a vigil over the economy of the units . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
31	By controlling population and stabilisation of prices of goods. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
32	No Comments . . . . .	6	3	7	10	2	—	1	5	1	2	—	6	—	—	6	1	71	121
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-247

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 138: If the idea of fixing a National Minimum Wage is to be accepted taking into account the replies to questions 134 to 137 earlier, how is it to be worked out in practice?	Industry														Total
		All Plantations	Mining including Coal	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	We don't agree with the proposition of fixing a National Minimum Wage at this stage . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
2	Regional and sectoral considerations, in all its aspects should be given due weightage . . . . .	1	—	—	1	—	—	—	—	—	—	—	1	4	7	
3	It should be a phased programme keeping in view the prevailing conditions of Industry etc. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	2	
4	Some serious thinking is necessary as it is already delayed too much . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
5	Fixing a National Minimum Wage seems to be an impracticable one . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
6	By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and then working out their value . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	2	3	
7	By appointing a National Minimum Wage standardisation committee or Expert committee or left to experts . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
8	Regional minimum wage has a better chance of success . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
9	It has to be gradually aimed at by increasing production/or National Minimum Wage must be fixed . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
10	The concept of minimum need-based wage evolved by the committee on Fair Wages should be the basic standard for the whole country . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	2	
11	National Minimum wage is desirable but it should not become a maximum wage . . . . .	—	—	—	—	—	—	—	—	—	1	—	—	2	4	
12	National Minimum Wage should be worked out for three sectors i.e. agricultural, non-organised and organised or all the sectors . . . . .	—	—	—	—	—	1	—	1	—	—	—	—	1	1	

TABLE No. 3.247 (contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
13	By multiplying the per capita income at current prices by the number of units in a family of maximum 4 persons . . .	3	—	—	1	—	—	—	—	—	—	—	—	4	8
14	Minimum wage should be fixed state-wise as a step towards evolving, national minimum wage . . .	—	—	—	—	—	—	—	—	—	—	—	—	9	9
15	It should be fixed . . .	—	—	—	1	—	—	1	—	—	—	—	—	2	4
16	It should be co-related with the rate of growth of the National Income and Industry's capacity to pay . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	It should be based on the norms laid down by the 15th/16th Indian Labour Conference . . .	—	—	—	1	—	—	1	—	—	—	—	—	4	6
18	Difference of wages should not be more than in the ratio of 1:10 . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1
19	Fixing a National Minimum Wage is an advantage for both employers and employees . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
20	Fixing a National Minimum wages seems to be an impracticable one whereas Regional minimum Wage has a better chance of success. . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1
21	Regional and sectoral considerations in all its aspects should be given due weightage and it should also be co-related with the rate of growth of the National Income and Industry's capacity to pay . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1
22	Should be based on need-based norms . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	1
23	A National Minimum Wage of Rs. 250 should be fixed taking into account 1966 Index . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
24	No comments . . .	6	4	2	7	1	—	2	2	—	2	1	2	52	81
Total . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-247  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 138 If the idea of fixing a National Minimum Wage is to be accepted taking into account the replies to questions 134 to 137 earlier how is it to be worked out in practice ?	Central Trade Unions								Employers Associations						
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates	
1		3	—	—	—	—	—	—	—	—	—	—	—	—	—	16
1	Fixing a national minimum wage by first fixing different minimum wage levels on the basis of appropriate area-wise and employment-wise classification . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
2	We do not agree with this proposition of fixing a National Minimum Wage at this level . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	4
3	Regional and sectoral consideration in all its aspects should be given due weightage . . . . .	—	3	—	—	—	—	—	1	1	—	—	—	—	—	1
4	In the absence of a National Food-Policy to become self-sufficient this is not possible and feasible . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	It should be a phased programme keeping in view the prevailing conditions of Industry etc. . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1
6	Some serious thinking is necessary as it is already delayed too much . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	Fixing a National Minimum Wage seems to be an impracticable one . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	3
8	By fixing a minimum quantum for basic necessities per average family and to that by adding other amenities and then working out their value . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—
9	By appointing a National Minimum Wage Standardization Committee or Expert Committee or left to experts . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3
10	It has to be gradually aimed at by increasing production or National Minimum Wage fixed . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
11	The concept of minimum need based wage evolved by the Committee on Fair Wages should be the basic standard for the whole country . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—

TABLE No. 4-247—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12	National Minimum Wage is desirable but it should not become a maximum wage	—	4	—	—	—	—	—	—	—	—	—	—	—	—
13	National minimum wage should be worked out for three sectors i.e. agricultural unorganised and organised or all the sectors . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—
14	By multiplying the per capita income at current prices by the number of units in a family of maximum of 4 persons .	1	7	—	—	—	—	—	—	—	—	—	—	—	—
15	Minimum wage should be fixed State-wise as a step towards evolving national minimum wage . . . . .	—	—	—	8	—	—	—	1	—	—	—	—	—	—
16	It should be fixed . . . . .	—	1	—	1	—	—	—	1	—	—	—	—	—	—
17	I should be co-related with the rate of growth of the National income and industry's capacity to pay . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	1
18	It should be based on the norms laid down by the 15th/16th Indian Labour Conference . . . . .	—	1	—	3	—	—	—	—	—	—	—	—	—	—
19	Fixing a National Minimum wage is an advantage for both employers and employees . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
20	Fixing a national minimum wage seems to be impracticable whereas the concept of minimum need-based wage evolved by the committee on Fair Wages should be the basic standard for the whole country . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—
21	Should be based on need-based norms	—	—	—	1	—	—	—	—	—	—	—	—	—	—
22	A National Minimum Wage of Rs. 254 should be fixed taking into account 1966 Index . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
23	No comments . . . . .	—	17	—	8	1	1	—	4	—	5	—	—	1	10
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-248

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Replies to the Questionnaire—Category-wise Distribution of Respondents																						
	Government Departments					Enterprises/undertakings					Employers Associations					Workers unions					Others		
	State					Private					Other Associations/ Organisations					Other Unions					Research and Other Institutions		
	Central	Labour	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size				Total	
1	3	4	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	23
1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3
2	—	—	—	2	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	3
3	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
4	—	3	1	21	8	—	5	—	—	—	—	—	6	—	1	—	2	—	—	—	4	—	51
5	1	—	—	1	1	—	—	—	—	—	—	—	—	—	1	1	1	—	—	—	—	—	5
6	—	3	1	8	4	2	4	1	1	1	2	16	—	—	—	—	2	—	—	2	1	48	
7	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	2
8	—	—	—	4	—	—	—	—	—	—	—	—	—	1	—	—	2	—	—	—	—	—	10
9	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3
10	1	1	—	1	—	—	1	—	—	—	—	1	—	3	—	—	—	—	—	—	—	—	9
11	1	1	—	2	1	—	—	1	—	—	—	1	1	3	2	3	—	—	—	—	—	—	16

Q.No. 139 : As between different regions in the country it is not only that prices of consumption goods vary, but the content of the minimum needs themselves can be different. How are these variations to be provided for in arriving at the National Minimum ?

1 National Minimum must be fixed by first fixing the different minimum wage levels on the basis of appropriated area-wise and employment-wise classification

2 National minimum should be that where the need-based Minimum Wage of the workman is maximum

3 The money denomination will have to be related to a common basket of purchase on a need based approach

4 Regional differentials on a national minimum limit should be the basis of minimum wages for different regions

5 The National Minimum should make provision for regional and climatic conditions

6 The idea of fixing a national minimum wage itself is not a practical proposition

7 Fixing of a national minimum is not possible in the absence of National Food Policy

8 Minimum requirements of the human beings should be the basis for working out the National Minimum

9 Yes, it can be one

10 The National minimum need hold good for the whole country, any regional difference being left to be tackled by the State Governments

11 The variations in the content of minimum needs may not be taken into account in arriving at the national minimum

TABLE No. 1-248—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
12	It is no use fixing a national minimum ; it will have to be on regional basis .	—	—	—	—	2	4	—	1	—	—	—	3	—	1	—	1	—	1	—	—	—	13
13	Variations may be provided in some form over and above the national minimum wage . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	3	
14	For uniformity, some 'mean' may be evolved . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
15	By adoption of a scale of realities and relative to an All-India average . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
16	Variations in price and minimum needs may be provided for in D. A. . . .	—	—	—	—	—	1	—	—	—	—	—	—	3	—	—	1	—	—	—	—	5	
17	Fixation of national minimum wage will standardise the wage cost in the Industry	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	2	
18	A portion of the wages may be given in kind . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
19	These do not vary very much from region to region and hence no difficulty in arriving at the national minimum . .	—	1	—	—	—	—	—	—	—	—	—	—	2	3	1	1	—	—	—	—	8	
20	It can be done only when the economy is fully stabilised . . . . .	—	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	3	
21	Practice adopted by two Pay Commissions can be useful . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
22	It should be left to special committees of representatives of labour, employers, Govt. etc. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
23	It is no use fixing a national minimum ; it will have to be on regional basis and minimum requirements of human beings	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
24	No comments . . . . .	15	10	21	28	25	2	13	8	1	1	—	55	1	28	9	34	11	13	26	31	332	
TOTAL .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2-248

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q.No. 139 :As between different regions in the country it is not only that prices of consumption goods vary, but the content of the minimum needs themselves can be different. How are these variations to be provided for in arriving at the National Minimum.	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	National Minimum must be fixed by first fixing the different minimum wage levels on the basis of appropriated area-wise and employment-wise classification . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
2	National minimum should be that where the need-based Minimum Wage of the workmen is maximum. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
3	The money denomination will have to be related to a common basket of purchase on a need-based approach . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
4	Regional differentials on a national minimum limit should be the basis of minimum wages for different regions . . . . .	1	—	3	2	—	1	1	4	2	1	—	3	—	1	2	—	19	40
5	The National minimum should make provision for Regional and climatic conditions . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2
6	The idea of fixing a national minimum wage itself is not a practical proposition . . . . .	—	3	—	3	3	—	2	4	2	—	—	1	1	2	—	1	17	39
7	Fixing of a national minimum is not possible in the absence of National Food Policy . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	2
8	Minimum requirements of the human beings should be the basis for working out the National minimum . . . . .	—	—	—	—	—	—	—	1	1	—	—	—	1	—	—	—	1	4
9	Yes, it can be done . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10	The national minimum need hold good for the whole country, any regional difference being left to be tackled by the State Governments . . . . .	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	—	1	3
11	The variations in the content of minimum needs may not be taken into account in arriving at the national minimum . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	4	5
12	It is no use fixing a national minimum, it will have to be on regional basis . . . . .	—	2	—	1	—	—	2	1	—	—	—	—	—	1	1	—	2	10

TABLE No. 2-248—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
13	Variations may be provided in some form over and above the national minimum wage . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
14	By adoption of a scale of values-relative to all All-India average . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
15	Variations in price and minimum needs may be provided for in D.A. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
16	It can be done only when the 'economy is' fully stabilised . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	2
17	No comments . . . . .	6	3	7	13	2	—	1	7	1	2	—	8	—	—	5	2	76	133
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-248

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 139 : As between different regions in the country it is not only that prices of consumption goods vary, but the content of the minimum needs themselves can be different. How are these variations to be provided for in arriving at the National Minimum ?															Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	
1	1		1	—	—	—	—	—	—	—	—	—	—	—	—	1
2	—		—	—	—	—	—	—	—	—	—	1	—	—	—	1
3	—		—	—	—	1	—	—	—	—	—	—	—	—	2	3
4	—		—	—	—	—	—	—	—	—	—	—	—	—	2	2
5	—		—	—	—	2	—	—	—	—	—	—	—	—	—	2
6	—		—	—	—	—	—	—	1	—	—	—	—	1	—	3
7	—		—	—	—	—	—	—	—	1	—	—	—	—	—	1
8	—		—	—	—	—	—	—	—	—	—	—	—	—	—	3
9	—		—	—	—	—	—	—	—	—	—	—	1	—	2	3
10	3		3	—	—	1	—	1	—	—	—	—	—	—	4	9
11	2		2	—	—	—	—	—	—	—	—	—	—	—	1	3
12	—		—	—	—	1	—	—	—	—	—	—	—	—	—	1
13	—		—	—	—	—	—	—	—	—	1	—	—	—	3	4
14	—		—	—	—	—	—	—	—	—	—	—	—	—	1	1

TABLE No. 3-248—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
14	A portion of the wages may be given in kind . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1
15	Those do not vary very much from region to region and hence on difficulty in arriving at the National minimum . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	6	7
	Practice adopted by two Pay Commissions can be useful . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1
	It should be left to Special Committees of representatives of labour, employers, Government, etc., . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
18	It is no use fixing a National minimum; it will have to be on regional basis and minimum requirements of human beings . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
19	No comments . . . . .	6	4	2	9	1	—	2	2	—	2	1	2	65	96
	TOTAL . . . . .	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-248  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATIONWISE

Central Trade Unions																Employers' Associations	
Serial Number	Q.139 : As between different regions in the country it is not only that prices of consumption goods vary, but the content of minimum needs themselves can be different. How are these variations to be provided for in arriving at the National Minimum?																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	National minimum must be fixed by first fixing the different minimum wage levels on the basis of appropriated area-wise and employment-wise classification .	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	
2	Regional differentials on a national minimum limit should be the basis of minimum wages for different regions .	—	1	—	—	1	—	—	1	—	—	—	—	—	—	6	
3	The idea of fixing a national minimum wage itself is not a practical proposition .	—	1	—	—	—	—	—	—	—	—	1	2	—	—	6	
4	Minimum requirements of the human beings should be the basis for working out the National Minimum .	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	
5	Yes, it can be done .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	
6	The national minimum need holds good for the whole country, any regional difference being left to be tackled by the State Governments .	—	1	—	—	—	—	—	—	1	—	—	—	—	—	1	
7	The variations in the content of minimum needs may not be taken into account in arriving at the national minimum .	1	8	—	—	—	—	—	—	—	—	—	—	—	—	—	
8	It is no use fixing a national minimum; it will have to be on regional basis .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
9	For uniformity some 'mean' may be evolved .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	
10	Variations in price and minimum needs may be provided for in D.A. .	—	—	—	3	—	—	—	1	—	—	—	—	—	—	—	
11	Fixation of National Minimum Wage will standardise the wage cost in the industry .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	

TABLE No. 4-248—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12	These do not vary very much from region to region and hence no difficulty in arriving at the national minimum .	—	2	—	1	2	—	—	1	—	—	—	—	—	—
13	It can be done only when the economy is fully stabilised. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—
14	It should be left to special committees of representatives of labour, employers, Govt. etc. . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—
15	No comments . . . . .	—	19	—	18	—	1	1	5	—	5	—	—	1	10
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-249

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	2	Enterprises/undertakings										Employers Associations				Workers unions				Others		
		Government Departments					Private					State				Other unions				Research and Other Institutions		
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Others	Individuals
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
1	Definitions are accurate/adequate . . . . .	—	3	1	15	1	—	2	—	—	—	—	8	1	2	—	2	—	1	1	—	—
2	No changes are required . . . . .	2	11	3	28	8	3	7	2	1	—	1	17	—	4	—	6	—	—	7	5	36
3	Some changes are necessary/some improvements are required . . . . .	—	1	—	2	1	—	—	—	—	—	—	4	1	—	1	2	—	—	1	1	14
4	These terms have no different meanings . . . . .	—	—	—	1	—	—	1	—	—	—	—	1	—	—	2	1	—	—	—	—	6
5	The definitions are rational but the minimum wages to some extent be related to productivity . . . . .	—	—	—	1	—	—	—	—	—	1	1	2	—	—	—	—	—	—	—	—	5
6	Not necessary except to the extent that the minimum wage should also include the family of the worker . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
7	Not necessary except that the upper limit of fair wage should not exceed ten times the per capita income of the nation . . . . .	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2
8	Minimum wage should be equated to the need based . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	5	2	5	—	—	—	—	14
9	Yes, Fair wage should be the wage for the work done and not influenced by National Income . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10	Definitions are theoretically sound but they have to be realistic in the context of economic realities/capacity to pay . . . . .	2	1	—	—	1	—	2	—	—	1	—	5	1	—	—	—	—	1	—	1	17
11	Fair and living wages must be positively defined . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	2
12	While minimum wage is favoured, fair and living wages are only academic . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	2
13	It is a dynamic concept . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	—	—	—	2	5
14	Fair wage fixation should take the individual units' capacity to pay and not the entire industry . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1

Q. No. 140 :  
(a) Would you favour any change in the definition of minimum, 'fair' and 'living' wage given by the Committee on Fair Wages?

TABLE No. 1-249—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
15	No wage can be called minimum wage unless the price level is maintained .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16	It is difficult to define the minimum, fair and living wages .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17	This is for the Commission or experts to give the content to the three concepts .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
18	Minimum wage should be determined on regional basis and actual quantum based on local customs and prices of food, cloth and other essential commodities .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
19	Minimum wage must be given to all workers but fair wage would differ from industry to industry .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
20	Fair wage should take into account elasticity of demand and impact of fixation of wages on economy .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21	Definitions are accurate/adequate. Minimum wage should be equated to the need based .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
22	No comments .	14	5	19	25	30	1	12	9	1	—	—	42	1	30	9	31	11	13	23	29	305
Total		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-249

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 140 : (a) Would you favour any change in the definition of 'minimum', 'fair' and 'living' wage given by the Committee on Fair Wages?	Industry																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1.	Definitions are accurate/adequate . . .	—	4	—	—	2	—	—	1	—	—	—	—	1	1	1	—	16	26		
2.	No changes are required . . .	1	2	4	5	1	1	3	10	5	1	1	1	—	3	1	3	25	67		
3.	Some changes are necessary/some improvements are necessary. . .	1	—	—	3	—	1	—	—	—	—	—	—	—	—	2	—	—	7		
4.	These terms have no different meanings when applied to wages . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	—	1	3		
5.	The definitions are rational but the minimum wages . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	5	5		
6.	Not necessary, except that the upper limit of fair wage should not exceed ten times the per capita income of the nation	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
7.	Minimum wage should be equated to the need based. . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
8.	Yes, Fair Wage should be the wage for the work done and not influenced by National Income . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9.	Definitions are theoretically sound but they have to be realistic in the context of economic realities/capacity to pay . .	—	1	—	2	—	1	—	—	—	1	—	—	—	—	—	—	4	9		
10.	While minimum wage is favoured, Fair and living wages are only academic . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1		
11.	Fair wage fixation should take the individual units capacity to pay and not the entire industry's? . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—		
12.	No wages can be called minimum wages unless the price level is maintained . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
13.	It is difficult to define the minimum fair and living wages . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		

TABLE No. 2'249—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14.	Minimum wage should be determined on regional basis and actual quantum based on local custom and prices of food, cloth and other essential commodities . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
15.	Minimum wage must be given to all workers but fair wage would differ from industry to industry . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
16.	Fair wage should take into account elasticity of demand and impact of fixation of wages on economy . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
17.	No comments . . .	5	2	6	12	2	—	2	4	1	1	—	10	—	1	4	—	70	120
Total . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-249

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 140: (a) Would you favour any change in the definition of 'minimum', 'fair' and 'living' wage given by the committee on Fair Wages?	Industry-wise Distribution of Respondents (Unions)														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Definitions are accurate/adequate . . . . .	2	—	—	—	—	—	—	—	—	—	—	—	3	5	
2	No changes are required . . . . .	1	—	—	2	—	—	1	—	1	—	—	1	5	11	
3	Some changes are necessary/some improvements are necessary . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	3	4	
4	These terms have no different meanings when applied to wages . . . . .	—	—	—	1	—	1	—	—	—	1	—	—	—	3	
5	Not necessary except to the extent that the minimum wage should also include the family of the worker . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
6	Minimum wage should be equated to the need based . . . . .	2	—	—	3	—	—	—	—	—	1	—	1	6	13	
7	Definitions are theoretically sound but they have to be realistic in the context of economic realities/capacity to pay . . . . .	—	—	—	—	—	—	1	1	—	—	—	—	2	4	
8	While minimum wage is favoured, Fair and living wages are only academic . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
9	It is a dynamic concept . . . . .	1	—	—	—	—	—	1	—	—	—	—	—	1	3	
10	Definitions are accurate/adequate; minimum wage should be equated to the need based . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
11	No comments . . . . .	6	4	2	8	1	—	2	2	—	1	2	1	66	95	
TOTAL . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4-249

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATIONWISE

Serial Number	Q. No. 140 : (a) Would you favour any change in the definition of 'minimum', 'fair' and 'living' wage given by the committee on Fair Wages ?	Central Trade Unions								Employers Associations						
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Definitions are accurate/adequate . . . . .	—	—	—	1	—	—	—	1	—	—	—	—	—	2	
2	No changes are required . . . . .	—	3	—	2	1	1	—	1	—	—	—	1	—	10	
3	Some changes are necessary/some improvements are necessary . . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	2	
4	These items have no different meanings . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—	
5	The definitions are rational but the minimum wages to some extent be related to productivity . . . . .	—	—	—	—	—	—	—	—	—	—	1	1	—	—	
6	Not necessary except to the extent that the minimum wage should also include the family of the worker . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	
7	Minimum wage should be equated to the need-based . . . . .	1	11	—	—	—	—	—	—	—	—	—	—	—	—	
8	Definitions are theoretically sound but they have to be realistic in the context of economic realities/capacity to pay . . . . .	—	1	—	—	1	—	—	—	—	—	—	—	1	2	
9	It is a dynamic concept . . . . .	—	2	—	—	—	—	—	—	1	—	—	—	—	—	
10	Fair wage should take into account elasticity of demand and impact of fixation of wages on economy . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
11	Definitions are accurate/adequate. Minimum wage should be equated to the need based . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
12	No comments . . . . .	—	17	—	19	—	1	1	6	—	5	—	1	—	9	
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. 1-250  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. : 140	Government Departments										Enterprises/undertakings					Employers Associations					Workers Unions					Others		Total																			
		State					Private					Central Organisations					State/Regional Branches					Other Associations/Organisations					Central Trade Unions					All India Unions (Industry-wise)					Large-size			Medium-size		Small-size		Research and Other Institutions		Individuals		
		Central	Labour	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Other Unions	Research and Other Institutions		Individuals																									
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																										
1	Concept of living wage in the Constitution could have been the minimum wage defined by Fair Wages Committee .	—	—	1	5	—	—	—	—	—	—	—	3	—	—	—	—	—	—	—	—	1	10																									
2	It could have been the concept of flexible living wage consistent with the needs of the workers and the state of economy .	2	3	—	10	—	—	1	—	—	—	—	1	—	1	—	—	—	—	—	—	—	18																									
3	Bare minimum wage inclusive of various essentials of life . . . .	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																									
4	Same as defined by Fair Wages Committee . . . .	1	3	—	5	2	—	3	—	1	—	—	2	—	1	—	3	—	1	1	1	—	23																									
5	Is a goal to be achieved over a period of years varying with the changing conditions, . . . .	—	—	—	3	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	5																									
6	It is vague concept like others . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2																									
7	It should cover Articles 39 to 43 of the Constitution . . . .	—	—	—	1	1	—	—	—	—	—	—	—	1	4	2	4	—	—	—	—	—	13																									
8	It is an elastic proposition (and cannot be computed in money) and would vary from time to time . . . .	—	1	—	2	—	—	—	—	—	—	—	2	1	4	—	1	—	—	—	—	3	10																									
9	Beyond the fair wage . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	—	1	—	—	—	—	—	1	4																									
10	It is the ideal wage . . . .	—	—	—	1	—	—	1	—	—	—	—	3	1	—	—	—	—	—	1	—	—	7																									
11	The present definition is appropriate . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	3																									
12	It is beyond the fair wage representing the comfort or the decency level . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	2																									
13	It should be appropriately defined . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	—	2																									

TABLE No. 1-250--(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14	It could be the expression of fair wage rather than of the real living wage .	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2
15	Concept of living wage should include minimum social needs and measure of insurance against misfortune and old age . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16	No comments . . . . .	15	12	22	45	41	3	18	10	1	2	2	71	2	35	11	43	11	14	29	33	420
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE NO. 2-250

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 140 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Concept of living wage in the Constitution could have been the minimum wage defined by Fair Wages Committee . . . . .	—	1	—	—	2	—	1	—	—	—	1	—	—	1	—	—	2	8
2	It could have been the concept of flexible living wage consistent with the needs of the workers and the state of economy . . . . .	1	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	9	12
3	Bare minimum wage inclusive of various essentials of life . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	Same as defined by Fair Wages Committee . . . . .	—	—	—	—	1	1	1	1	—	—	—	—	2	1	—	1	5	13
5	Is a goal to be achieved over a period of years varying with the changing conditions . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	3
6	It is a vague concept like others . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7	It should cover Articles 39 to 43 of the Constitution . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2
8	It is an elastic proposition (and cannot be computed in money) and would vary from time to time . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4
9	It is the ideal wage . . . . .	—	1	—	—	—	—	—	1	—	1	—	—	—	—	1	—	—	5
10	The present definition is appropriate . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11	It is beyond the fair wage representing the comfort or the decency level . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3
12	It should be appropriately defined . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
13	It could be the expression of fair wage rather than of the real living wages . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
14	Concept of living wage should include minimum social needs and measure of insurance against misfortune (and old age . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	2
15	No comments . . . . .	6	5	9	21	2	—	4	16	5	2	—	12	—	3	5	2	101	193
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-250

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 140 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	It could have been the concept of flexible living wage consistent with the need of workers and the state of economy	—	—	—	—	—	—	—	—	—	—	—	—	1	1
2	Same as defined by the Fair Wages Committee	2	—	—	1	—	—	1	—	—	—	—	—	1	5
3	Is a goal to be achieved over a period of years varying with the changing conditions	—	—	—	—	—	1	—	—	—	—	—	—	—	1
4	It should cover Articles 39 to 43 of the Constitution	2	—	—	2	—	—	—	—	—	1	—	1	5	11
5	It is an elastic proposition (and cannot be computed in money) and would vary from time to time	—	—	—	—	—	—	—	—	1	—	—	—	1	2
6	Beyond the fair wage	—	—	—	—	—	—	1	—	—	—	1	—	1	3
7	It is the ideal wage	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8	It is beyond the fair wage representing the comfort or the decency level	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9	No comments	8	4	2	12	1	—	3	3	—	2	2	2	77	116
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-250

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 140 :	Central Trade Unions						Employers' Associations							
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Concept of living wage in the Constitution could have been the minimum wage defined by Fair Wages Committee	—	—	—	—	—	—	—	—	—	—	—	1	—	—
2	It could have been the concept of flexible living wage consistent with the needs of the workers and the state of economy	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3	Same as defined by Fair Wages Committee	—	2	—	—	—	—	—	1	—	—	—	—	—	6
4	Is a goal to be achieved over a period of years varying with the changing conditions	—	1	—	—	—	—	—	—	—	—	—	—	—	—
5	It should cover articles 39 to 43 of the Constitution	1	9	—	—	—	—	—	—	1	—	—	—	—	—
6	It is an elastic proposition (and cannot be computed in money) and would vary from time to time	—	—	—	1	1	—	—	—	—	—	—	—	—	—
7	Beyond the fair wage	—	1	—	—	1	—	—	—	—	—	—	—	—	2
8	It is the ideal wage	—	—	—	—	—	—	—	—	—	—	—	—	—	—
9	It is beyond the fair wage representing the comfort or the decency level	—	1	—	—	—	—	—	—	—	—	—	—	—	—
10	It could be the expression of fair wage rather than of the real living wage	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11	No comments	—	24	—	21	1	2	1	8	—	5	1	2	1	16
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-251

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 141 : (a) Considering the need for protecting real wage, how should one provide for revision of wage rates for changes in the price level?	Government Departments				Enterprises/undertakings				Employers Associations				Workers Unions				Others	Total				
		State		Central Sphere	State Sphere	Co-operative	Private		Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wide)	Other Unions		Research and Other Institutions						
		Labour	Others (including Local Bodies)				Large-size	Medium-size							Small-size	Large-size				Medium-size	Small-size		
1	1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1	1 Increase in productivity is the first thing to be aimed in order to stabilize price	—	—	—	1	—	—	3	—	1	1	1	—	—	—	—	—	—	—	—	—	1	8
2	2 By linking of D.A. to cost of living index, wage revision can itself be averted normally	—	5	1	11	5	2	3	—	—	—	—	15	2	12	3	10	1	2	1	1	4	77
3	3 Protection of real wage is absolutely necessary since Government have failed to check price rise, on the basis of overall income policy	—	—	—	1	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	—	—	3
4	4 Stabilise price and revise wages provide a separate component for changes if any	—	3	—	3	1	—	—	—	—	—	—	4	—	2	1	—	—	—	3	—	—	17
5	5 D.A. should be considered as part of wages	—	2	—	4	—	—	1	—	—	—	—	1	—	1	—	1	—	—	—	1	1	11
6	6 Yes	1	—	—	16	—	—	—	—	1	—	—	1	—	1	—	1	—	—	1	—	—	23
7	7 Not necessary	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	1	3
8	8 Wages should be linked directly to the price index	1	—	—	—	1	—	—	—	—	—	—	1	—	—	1	1	—	—	1	—	—	6
9	9 Providing for D.A. separately to absorb price changes	3	7	5	16	18	1	3	1	—	1	—	13	4	9	4	7	2	1	3	7	105	
10	10 Yes, existing wage structure should not be disturbed	—	—	—	1	1	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	4
11	11 Procedure laid down under Minimum Wages Act should be strictly followed.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
12	12 We do not advocate frequent revision of wages as it increases disputes (i.e., only periodical wage revision)	—	1	—	—	1	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	4
13	13 Unless the prices remain constant, real wage cannot be protected	—	—	—	2	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	1	1	5
14	14 50% of basic wages must be paid as dearness allowance	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	1	—	—	1	4

TABLE No. 1-251—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
15	Wage rates should be stable enough to sustain minor fluctuations . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
16	It will be better to shift the base year and then allow DA to be continued .	—	—	—	1	—	—	1	—	—	—	—	2	—	—	—	—	—	—	—	—	4
17	While linking DA to cost of living index, productivity and the capacity of the industry to pay should also be taken into account . . .	—	—	—	—	1	—	1	—	—	—	—	4	—	—	—	—	—	—	—	—	6
18	Wages may remain constant but needs may be provided at subsidised rates from fair price shops . . .	—	—	—	—	1	—	—	—	—	—	—	2	—	—	—	1	—	—	—	—	4
19	Whenever restrictions are there on selling price—there should be a wage freeze; wherever restrictions on selling price are not there—DA should be linked to cost of living . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20	By linking of DA to cost of living index, wage revision can itself be averted normally; providing for DA separately to absorb price changes . . .	1	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	3
21	Protection of real wage is absolutely necessary since Government have failed to check price rise; stabilise price and revise wages provide a separate component for changes . . .	—	—	—	1	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	3
22	Protection of real wage is absolutely necessary since Government have failed to check price rise; DA should be considered as part of wages . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	2
23	Increase in productivity is the first thing to be aimed in order to stabilise price; Protection of real wage is absolutely necessary since Government have failed to check price rise . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
24	It will be better to make payment in kind and avoid allowance . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
25	Wages should be fixed at 1960 level of living index . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
26	Supply of essential commodities at subsidised rates instead of revising DA . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
27	No comments . . .	12	3	17	16	15	1	12	7	—	—	—	31	—	14	5	26	8	11	23	22	223
	TOTAL . . .	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-251

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 141 :																			
	(a) Considering the need for protecting real wage, how should one provide for revision of wage rates for changes in the price level?																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total		
1	—	—	—	—	—	1	—	1	—	—	—	—	—	—	1	—	—	4	7	
2	1	2	3	1	—	1	—	4	1	—	—	—	—	2	1	1	19	36		
3	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	2		
4	—	—	—	—	—	—	—	1	—	—	—	1	—	—	2	—	4	8		
5	—	1	—	1	—	—	—	—	—	1	—	—	1	—	—	1	1	6		
6	—	—	—	1	—	—	—	2	—	—	—	—	—	—	—	—	15	18		
7	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
8	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
9	—	2	1	4	2	1	2	4	3	1	1	6	1	2	2	1	20	53		
10	—	—	—	2	—	—	—	—	1	—	—	1	—	—	—	—	—	4		
11	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2	3		
12	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	1	3		
13	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
14	—	—	—	—	—	—	2	1	—	—	—	—	—	—	—	—	—	1	4	
15	—	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	6	

- 1 Increase in productivity is the first thing to be aimed in order to stabilize price.
- 2 By linking of D.A. to cost of living index, wage revision can itself be averted normally.
- 3 Protection of real wage is absolutely necessary since Government have failed to check price rise, on the basis of overall income policy.
- 4 Stabilise price and revise wages provide a separate component for changes if any.
- 5 D.A. should be considered as part of the Wages.
- 6 Yes.
- 7 Not necessary.
- 8 Wages should be linked directly to the price index.
- 9 Providing for D. A. separately to absorb price changes.
- 10 Yes, existing wage structure should not be disturbed.
- 11 We do not advocate frequent revision of wages as it increases disputes (i.e., only periodical wage revision).
- 12 Unless the price remains constant, real wage cannot be protected.
- 13 Wage rates should be stable enough to sustain minor fluctuations.
- 14 It will be better to shift the base year and then allow D.A. to be continued.
- 15 While linking D.A. to cost of living index, productivity and the capacity of the industry to pay should also be taken into account.

TABLE No. 2-251—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
16	Wages may remain constant but needs may be provided at subsidized rates from fair price shops.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	3
17	Whenever restrictions are there on selling price—there should be wage freeze; wherever restrictions on selling price are not there—D.A. should be linked to cost of living.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
18	By linking of D.A. to cost of living index, wage revision can itself be averted normally; providing for D.A. separately to absorb price changes.	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
19	Protection of real wage is absolutely necessary since Government have failed to check price rise; stabilise price and revise wages provide a separate component for changes.	—	—	—	2	—	—	—	1	—	—	—	—	—	—	—	—	—	3
20	Increase in productivity is the first thing to be aimed in order to stabilize prices; protection of real wage is absolutely necessary since Govt. have failed to check price rise.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
21	It will be better to make payment in kind and avoid allowance.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	No. comments.	4	—	6	8	3	—	2	3	1	1	—	4	—	1	1	—	48	82
	TOTAL	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-251

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Q. No. 141 :																	
(a) Considering the need for protecting real wages, how should one provide revision of wages/wage rate or changes in the price level?																	
Serial Number		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	By linking of D. A. to cost of living index, wage revision can itself be averted normally.	5	—	—	4	—	1	—	1	1	—	—	—	18	30		
2	Protection of real wage is absolutely necessary since Govt. have failed to check price rise, on the basis of overall income policy.	—	—	—	—	—	—	—	—	—	—	1	—	—	1		
3	Stabilise price and revise wages provide a separate component for changes if any.	—	—	—	—	—	—	—	—	—	—	—	—	2	3		
4	D.A. should be considered as part of the wages	—	—	—	1	—	—	—	—	—	—	—	—	1	2		
5	Yes	1	—	—	—	—	—	—	—	—	1	—	—	1	3		
6	Wages should be linked directly to the price index	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
7	Providing for D. A. separately to absorb price changes	1	—	—	4	—	—	2	—	—	1	1	—	18	27		
8	Unless the price remains constant, real wage cannot be protected.	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9	50% of basic wages must be paid as dearness allowance.	—	—	—	—	—	—	—	—	—	—	—	—	—	3		
10	Wages may remain constant but needs may be provided at subsidized rates from fair price shops.	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
11	Protection of real wage is absolutely necessary since Govt. have failed to check price rise; D. A. should be considered as part of wages.	—	—	—	1	—	—	—	—	—	—	—	—	1	2		
12	Wages should be fixed at 1960 level of living index.	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
13	Supply of essential commodities at subsidized rates in stead of revising D. A.	—	—	—	—	—	—	—	—	—	—	—	1	—	1		
14	No comments.	2	4	2	5	1	—	3	2	—	1	1	2	41	64		
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141		

TABLE No. 4-251

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 141 :	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	A. I. T. U. C.	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Increase in productivity is the first thing to be aimed in order to stabilise price.	—	—	—	—	—	—	—	—	—	—	—	1	—	2
2	By linking D. A. to cost of living index, wage revision can itself be averted normally.	1	12	—	6	—	—	—	2	—	—	—	1	—	6
3	Protection of real wage is absolutely necessary since Government have failed to check price rise, on the basis of overall income policy.	—	—	—	1	—	—	—	—	—	—	—	—	—	—
4	Stabilise price and revise wages provide a separate component for changes, if any	—	—	—	—	—	—	—	1	1	—	—	—	—	—
5	D. A. should be considered as part of wages	—	—	—	—	—	—	—	1	—	—	—	—	—	—
6	Yes.	—	1	—	—	—	—	—	1	—	—	—	—	—	1
7	Wages should be linked directly to the price index	—	1	—	—	—	—	—	—	—	—	—	—	—	1
8	Providing for D. A. separately to absorb price changes	—	8	—	7	3	1	—	1	—	—	—	—	1	5
9	Unless prices remain constant, real wage cannot be protected	—	—	—	1	—	—	—	—	—	—	—	—	—	1
10	Wage rates should be stable enough to sustain minor fluctuations	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11	By linking D.A. to cost of living index, wage revision can itself be averted normally providing for D. A. separately to absorb price changes	—	—	—	—	—	—	—	—	—	—	—	—	—	1

TABLE No. 4-251—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12	Protection of real wage is absolutely necessary since Government have failed to check price rise; stabilise price and revise wages provide a separate component for changes . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
13	Protection of real wage is absolutely necessary since Government have failed to check price rise; D.A. should be considered a part of wages . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—
14	Wages should be fixed at 1960 level of living index . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—
15	No. comments . . . . .	—	16	—	7	—	1	—	2	—	5	—	—	—	6
TOTAL .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-252

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No. 141 :	Government Departments					Enterprises/undertakings					Employers Associations					Workers unions					Others			Total
		State					Private					Other units					Other units					Other units			
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23			
1	It should be done by a separate provision.	3	14	7	45	21	2	7	1	1	1	—	31	7	23	7	17	3	2	7	12	211			
2	Should be by revision of the wage itself	—	—	—	2	1	—	—	—	—	—	—	4	—	2	1	1	—	—	1	1	13			
3	75% of the average rate of amount paid for the previous two years to absorb price changes may be merged with the basic wage and 25% as a separate component	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2			
4	Both by revision and providing for a separate component depending upon the circumstances	2	3	—	5	—	—	—	1	—	—	—	2	—	1	1	1	—	1	2	—	19			
5	D. A. should not be a separate component	—	—	—	1	—	—	1	—	—	—	—	5	—	3	—	1	—	—	—	1	12			
6	Procedure laid down under the Minimum Wages Act be followed	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1			
7	Wages need not be revised but prices & D.A. should be linked	—	—	—	1	1	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	4			
8	A certain percentage of high variable cost of living allowance or variable D.A. should be merged into the new wage structure	—	—	—	2	—	—	1	—	—	—	1	1	—	—	—	1	—	—	—	1	7			
9	It is a complicated question	—	—	—	2	1	—	1	1	—	—	—	4	—	—	—	—	—	—	—	2	11			
10	It should be by providing needs at subsidized rates	—	—	—	—	2	—	1	—	—	1	1	2	—	—	—	2	—	—	—	1	10			
11	D. A. itself should be abolished	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1			
12	Left to the capacity of the concern to pay	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1			
13	No comments	13	3	16	16	19	2	11	8	—	—	—	33	—	13	6	28	8	12	23	21	232			
Total		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524			

TABLE No. 2.252

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2																	20
1	It should be done by a separate provision	2	5	3	7	—	2	3	11	3	1	6	2	6	3	3	51	109
2	Should be done through wage revision	1	—	—	1	1	—	—	—	—	—	—	—	—	—	—	4	7
3	75% of the average rate of amount paid for the previous two years to absorb price change, may be merged with the basic wage and 25% as a separate component	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
4	Both by revision and providing for a separate component depending upon circumstances	—	—	—	—	—	1	2	1	1	—	—	—	—	—	—	3	8
5	D.A. should not be a separate component	—	1	—	1	2	—	—	—	—	—	—	—	—	—	—	3	7
6	Wages need not be revised but price and D.A. should be linked	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	2	4
7	A certain percentage of high variable cost of living allowance or variable D.A. should be merged into the new wage structure	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	3	5
8	It is a complicated question	—	1	—	1	—	—	—	—	—	—	—	—	—	2	—	5	9
9	It should be by providing needs at subsidised rates	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	5	7
10	D.A. itself should be abolished	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11	Left to the ability of the concern to pay	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
12	No comments	4	—	7	11	2	1	2	4	1	1	5	—	—	1	—	50	89
	TOTAL	7	9	10	22	5	3	6	18	6	3	12	2	6	8	3	127	248

TABLE No. 3-252  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 141 :																Total
	(a) Considering the need for protecting real wage, how should one provide for revision of wages/wage rates for changes in price level?																
Serial Number	(b) Should this be by revision of the wage itself or by a provision of a separate component to absorb price changes?																Total
	(Reply to part (b) only)																
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	15	16		
1	3	4	5	6	7	8	9	10	11	12	13	14	15	15	16		
1	7	—	—	7	—	1	2	—	1	2	1	1	37	59			
2	—	—	—	—	—	—	1	—	—	—	—	—	3	4			
3	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
3	1	—	—	1	—	—	—	—	—	—	1	—	1	4			
4	—	—	—	1	—	—	—	—	—	—	—	—	3	4			
4	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
5	—	—	—	—	—	—	—	—	—	—	—	—	1	1			
5	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
6	—	—	—	—	—	—	—	—	—	—	—	1	1	2			
6	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
7	4	4	2	6	1	—	2	3	—	1	1	1	42	67			
7	—	—	—	—	—	—	—	—	—	—	—	—	—	—			
TOTAL																141	

TABLE No. 4-252

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 141 :	Central Trade Unions						Employers Associations							
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	It should be done by a separate provision	1	19	—	14	3	1	1	3	—	—	—	1	1	16
2	Should be done by the revision of the wage	—	—	—	1	—	—	—	1	—	—	—	—	—	1
3	75% of the average rate of amount paid for the previous two years to absorb price changes may be merged with the basic wage and 25% as a separate component	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	Both by revision and providing for a separate component depending upon the circumstances.	—	—	—	—	—	—	—	1	1	—	—	—	—	—
5	D. A. should not be a separate component	—	—	—	1	—	—	—	2	—	—	—	—	—	—
6	A certain percentage of high variable cost of living allowance or variable D.A. should be merged into the new wage structure	—	—	—	—	—	—	—	—	—	—	—	1	—	—
7	It should be by providing needs at subsidized rates	—	—	—	—	—	—	—	—	—	—	1	1	—	1
8	May be left to the ability of the concern to pay	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9	No comments	—	19	—	6	—	1	—	2	—	5	—	—	—	6
Total		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-253  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments					Enterprises/undertakings					Employers Association					Workers unions					Other		Total
	State					Private					Other Associations/Organisations					All India Unions (Industry-wise)					Research and Other Institutions		
	Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Other unions	Individuals			
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	1	4	1	7	5	2	4	1	—	1	1	12	1	1	—	—	—	—	4	2	47		
2	2	13	3	38	13	1	9	2	1	—	—	24	5	21	7	18	2	4	4	10	177		
3	—	—	—	2	2	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	6		
4	1	1	1	—	2	—	1	—	—	—	1	1	1	1	1	—	—	—	—	—	11		
5	—	—	—	3	3	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	7		
6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
7	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2		
8	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
10	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1		
11	14	3	18	21	20	1	10	8	1	1	—	46	—	19	7	30	9	11	25	26	270		
	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

Q.No. 142 :

(a) In view of the prevalence of several methods to provide for the payment of a separate allowance to meet changes in cost of living, is it feasible to apply any one system on a uniform basis?

- 1 No one single system can be uniformly applied.
- 2 Yes, by linking D.A. to cost of living Index . . . . .
- 3 Depends upon the prevailing conditions and left to employers and workers . . . . .
- 4 Yes, the system of high cost of living allowance be linked to the working class cost of living index for the locality/region . . . . .
- 5 Yes, by providing needs at concessional rates/fixed rates . . . . .
- 6 Payment of money per point for every month is a feasible system . . . . .
- 7 By paying a portion of wages in kind . . . . .
- 8 Food-grain system would be the most appropriate . . . . .
- 9 Separate allowance should normally be discouraged . . . . .
- 10 By linking D.A. to cost of living index and by providing needs at concessional rates . . . . .
- 11 No Comments . . . . .

TABLE No. 2-253  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

**Q. No. 142 :**  
(a) In view of the prevalence of several methods to provide for the payment of a separate allowance to meet changes in cost of living, is it feasible to apply any one system on a uniform basis?

Serial Number	Q. No. 142 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemicals Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	No one single system can be uniformly applied . . . . .	—	—	3	2	1	1	2	3	—	1	—	—	1	2	1	1	15	33
2	Yes, by linking D. A. to cost of living index . . . . .	1	5	1	9	2	2	3	12	3	1	1	5	1	3	3	1	35	88
3	Depends upon the prevailing conditions and left to employers and workers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	5	5
4	Yes, the system of high cost of living allowance be linked to the working class cost of living index for the locality/region . . . . .	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	3	5
5	Yes, by providing needs at concessional /fixed rates . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4	6
6	By paying a portion of wages in kind . . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
7	Food-grain system would be the most appropriate . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8	By linking D.A. to cost of living index and by providing needs at concessional/ fixed rates . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9	No comments . . . . .	6	2	6	10	2	—	1	3	2	1	—	7	—	1	3	1	63	108
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-253  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No.142: (a) In view of the prevalence of several methods to provide for the payment of a separate allowance to meet changes in cost of living, is it feasible to apply any one system on a uniform basis?															
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total		
1	—	—	—	—	—	—	—	—	—	—	—	—	—	16		
2	7	—	—	10	—	1	2	1	1	2	2	1	30	57		
3	—	—	—	1	—	—	—	—	—	—	—	—	2	3		
4	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
5	—	—	—	—	—	—	1	—	—	—	—	—	—	1		
6	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
7	5	4	2	4	1	—	2	2	—	1	1	2	52	76		
Total															88	141

TABLE No. 4-253  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 142 : (a) In view of the prevalence of several methods to provide for the payment of a separate allowance to meet changes in cost of living, is it feasible to apply any one system on a uniform basis?	Central Trade Unions						Employers Associations							
		I.N.T.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employer	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	No one single system can be uniformly applied	—	—	—	1	1	—	—	—	—	—	1	2	—	6
2	Yes, by linking D. A. to cost of living index	1	22	—	13	2	1	1	3	—	—	—	—	—	12
3	Yes, the system of high cost of living allowance should be linked to the working class cost of living index for the locality/region	—	1	—	—	—	—	—	—	1	—	—	1	—	—
4	No comments	—	15	—	8	—	1	—	6	—	5	—	—	1	8
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-254

## REPLIES TO THE QUESTIONNAIRE-CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No. 142 :	Government Departments										Enterprises/undertakings				Employers Associations				Workers unions				Others				Total
		State					Private					Other Unions				Other Unions				Other Unions								
		State					Private					Other Unions				Other Unions				Other Unions								
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23						
1	Present system of a separate allowance is suitable . . . . .	—	2	—	6	2	—	2	1	—	—	—	6	—	3	—	1	—	—	—	—	—	23					
2	Linking of D.A. with cost of living index. . . . .	2	12	5	23	13	3	8	2	—	—	—	22	5	17	6	15	2	4	4	8	151						
3	Slab system is applicable to all central government employees. . . . .	—	—	—	13	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	2	16						
4	A system in which allowances like house rent, city compensatory etc. are merged with D.A. . . . .	—	—	—	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3						
5	Depends upon the circumstances and need which should be decided upon between workers and employers . . . . .	—	—	—	—	1	—	1	—	—	—	—	3	—	—	—	—	—	—	—	2	7						
6	A system in which there will be only two components, basic wage and D.A. . . . .	—	—	—	3	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	5						
7	A system which takes into account regional considerations . . . . .	—	1	—	1	1	—	—	—	—	—	1	3	—	—	—	1	—	—	—	—	8						
8	An allowance calculated on the basis of cost of living and expressed as a percentage of basic wage. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1						
9	Through wage-revisions or one consolidated wage system . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	1	1	—	—	—	—	—	3						
10	Point by point and month by month computation of D.A. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	3	1	2	—	—	—	1	8						
11	Fixation of emoluments for 3 years is advocated . . . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2						
12	System of cost of living index based on the family budget enquiries of 1960 is appropriate . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2						

TABLE No. 1-254—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
13	Payment of a portion of wages in kind	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3
14	The present state of economy demands wages and price freeze	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	2
15	Linking of D.A. with cost of living and slab system as applicable to Central Government employees	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16	Linking of D. A. with cost of living index taking into account regional conditions	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17	No comments	16	5	18	22	27	1	12	7	2	2	1	45	—	18	7	31	9	11	27	27	288
Total		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-254

## REFLIES TO THE QUESTIONNAIRE—INDUSTRY—WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Numbers	Q. No. 142 :																			Total
	(a) In view of the prevalence of several methods to provide for the payment of a separate allowance to meet changes in cost of living is it feasible to apply any one system on a uniform basis? (b) Which system would be most appropriate? (Reply to part (b) only)																			
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemicals Products	Paper & Paper Pulp	Others			
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1 Present system of a separate allowance is suitable . . . . .	—	1	—	—	—	1	1	—	—	—	—	—	—	—	—	—	14	17		
2 Linking of D.A. with cost of living index . . . . .	1	2	4	11	2	1	4	9	4	—	1	5	1	5	2	—	19	71		
3 Slab system as is applicable to Central Government employees . . . . .	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	13	14		
4 A system in which allowances like house rent, city compensatory etc. are merged with D. A. . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	3	16	
5 Depends upon the circumstances and need which should be decided upon between workers and employers . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	—	3	5		
6 A system in which there will be only two components, basic wage and D.A. . . . .	—	—	—	—	—	—	—	2	—	1	—	—	1	—	—	1	—	5		
7 A system which takes into account regional conditions . . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4	6		
8 Through wage revision or one consolidated wage system . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9 Fixation of emoluments for 3 years is advocated . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2		
10 System of cost of living index based on the family budget enquiries of 1960 is appropriate . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
11 Payment of a portion of wages in kind . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	2		
12 The present state of economy demands wage and price freeze . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
13 Linking of D.A. with cost of living index taking into account regional condition . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
14 No comments . . . . .	6	2	6	10	3	1	1	5	2	1	—	7	—	1	4	2	68	119		
TOTAL . . . . .	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3-254

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 142: (a) In view of the prevalence of several methods for the payment of a separate allowance to meet changes in cost of living is it feasible to apply any one system on a un form basis? (b) Which system could be most appropriate? (Reply to part (b) only)	Industry-Wise Distribution of Respondents (Unions)														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Present system of a separate allowance is suitable . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	3	4	
2	Linking of D.A. with cost of living index . . . . .	4	—	—	10	—	1	2	1	1	2	1	1	26	49	
3	A system which takes into account regional conditions . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
4	Through wage revision or one consolidated wage system . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
5	Point by point and month by month computation of D.A. . . . .	2	—	—	1	—	—	—	—	—	—	—	—	4	7	
6	System of cost of living index based on the family budget enquiries of 1960 is appropriate . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
7	Payment of a portion of wages in kind . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
8	No comments . . . . .	5	4	2	4	1	—	2	2	—	1	1	2	52	76	
Total . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4-254

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 142 :	Central Trade Unions							Employers Associations						
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Present system of a separate allowance is suitable . . . . .	—	—	—	2	—	—	—	1	—	—	—	—	—	3
2	Linking of D.A. with cost of living index . . . . .	—	17	—	13	3	1	1	2	—	—	—	1	—	8
3	Depends upon the circumstances and need which should be decided upon between workers and employers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	A system in which there will be only two components, basic wage and D. A. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
5	A system which takes into account regional conditions . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—
6	Though wage revision or one consolidated wage system . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—
7	Point by point and month by month computation of D. A. . . . .	1	6	—	—	—	—	—	—	—	—	—	—	—	—
8	Fixation of emoluments for 3 years is advocated . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9	No Comments . . . . .	—	15	—	7	—	1	—	6	—	5	1	1	1	11
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-255  
 REPLY TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 143 :	Government Departments					Enterprises/Undertakings					Employers Associations				Workers unions					Others		Total	
		State					Private					Central				Other Unions					Research and Other Institutions			Individuals
		Central	Labour	Other (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	All India . . . . .	1	3	1	24	2	2	4	1	—	—	—	15	1	6	4	6	1	—	1	5	77		
2	Regional . . . . .	—	4	2	17	12	—	4	1	—	—	—	9	2	10	1	6	—	2	6	5	81		
3	Local . . . . .	—	6	2	7	8	1	3	1	1	—	1	13	1	3	—	8	—	2	1	—	58		
4	Preferably local, if that is not available then only regional . . . . .	—	1	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	4		
5	Depending upon the nature of industry or circumstances, it can be any one of three.	—	2	—	1	3	—	—	—	—	1	—	2	1	2	—	2	—	—	—	—	14		
6	Regional or it can be any one of the three depending upon the nature of industry and circumstances . . . . .	—	1	—	2	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	5		
7	All India and regional . . . . .	—	1	—	2	—	—	—	1	—	—	—	—	1	—	1	—	—	—	—	1	7		
8	All India and local . . . . .	1	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3		
9	No comments . . . . .	16	3	18	20	20	1	11	7	1	1	1	42	1	21	9	29	10	11	25	28	275		
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

TABLE No. 2-255

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living is favoured : which index number viz., (i) All India, (ii) Regional, or (iii) local should be preferred?	Industry-wise Distribution of Respondents (Employers)																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	All India	2	2	3	2	—	2	2	5	—	2	—	1	1	1	—	—	—	48	
2	Regional	—	3	—	2	—	1	2	4	—	—	1	1	1	1	4	2	21	43	
3	Local	—	3	1	7	3	—	—	2	1	—	—	1	—	1	1	1	14	35	
4	Preferably local, if that is not available then only regional	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	2	
5	Depending upon the nature of industry or circumstances, it can be any one of the three.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	6	7	
6	Regional or it can be any one of the three depending upon the nature of industry and circumstances	—	—	—	1	—	—	—	1	1	—	—	—	—	—	—	—	1	4	
7	All India and Regional	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	2	3	
8	All India and Local	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2	
9	No comments	5	1	6	9	2	—	2	5	3	1	—	8	—	2	3	—	57	104	
Total		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3-255  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 143 : (a) If a system in which dear- ness allowance adjusted to changes in cost of living is favoured, which index number viz., (i) All India (ii) Regional, or (iii) lo- cal should be preferred?															
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1 All India	.	.	3	—	—	1	—	—	2	—	—	1	1	—	10	18
2 Regional	.	.	3	—	—	1	—	—	—	—	—	—	—	1	16	21
3 Local	.	.	2	—	—	5	—	—	—	1	—	—	—	—	6	14
4 Depending upon the nature of industry or circumstances it can be only one of the three	.	.	—	—	—	1	—	—	—	—	1	—	1	—	2	5
5 All India and regional	.	.	—	—	—	—	—	1	—	—	—	—	—	—	1	2
6 No comments	.	.	4	4	2	7	1	—	3	2	—	2	1	2	53	81
Total	.	.	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-255

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	2	Central Trade Unions								Em						Associations	Its affiliates
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates		
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1 All India . . . . .		1	13	—	1	—	—	—	—	—	—	—	—	—	6		
2 Regional . . . . .		—	2	—	7	1	1	—	2	—	—	—	—	—	5		
3 Local . . . . .		—	5	—	2	1	—	—	2	—	—	—	2	—	3		
4 Preferably local, if that is not available then only regional . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	—	1		
5 Depending upon the nature of industry or circumstances, it can be any one of the three . . . . .		—	1	—	1	—	—	—	1	1	—	—	—	1	—		
6 Regional or it can be any one of the three depending upon the nature of industry and circumstances . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	—	1		
7 All India and regional . . . . .		—	1	—	—	1	—	—	—	—	—	—	—	—	—		
8 All India and local . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	—	1		
9 No comments . . . . .		—	16	—	11	—	1	1	4	—	5	1	1	—	9		
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26		

Q. No. 143: (a) If a system in which dearness allowance adjusted to changes in cost of living is favoured : which index number *viz.*, (i) All India, (ii) regional, or (iii) local should be preferred?

TABLE No. 1-256

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 143 :	Government Departments										Enterprises/Undertakings					Employers Associations					Workers Unions					Others																																				
		State										Private					Central Organisations					State/Regional Branches					Other Associations/Organisation					Central Trade Unions					State/Regional Branches					All India Unions (Industry-wise)					Large-size			Medium-size			Small-size			Research and Other Institutions					Individuals		Total
		Central	Labour	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisation	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals	Total																																									
																							3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																				
1	Monthly	1	2	—	2	1	1	—	—	—	—	—	3	5	9	5	8	—	—	—	—	—	2	39																																							
2	Quarterly	—	5	1	9	5	—	2	1	—	—	—	5	—	2	3	8	—	1	4	5	51																																									
3	Half-yearly	1	7	1	15	8	—	8	2	1	2	1	19	1	—	—	2	—	1	—	2	75																																									
4	No revision for short-term fluctuations	—	—	—	2	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	4																																									
5	Revision should be affected only when the fluctuation is fairly long say 12 months	—	—	—	12	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	14																																									
6	Whenever the index increases by 10 points	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																																									
7	Yearly	—	1	2	6	5	1	2	—	—	—	1	11	—	—	—	1	—	—	—	1	31																																									
8	As recommended by the Das Commission	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																																									
9	There should be nothing hard and fast about it since price change in India has been so much unpredictable	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3																																									
10	Whenever there is a major change in the price index	1	—	—	2	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	5																																									
11	Frequency should be automatic and over a period of 3 months based on the rise or fall of the cost of living index	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																																									
12	It should be monthly for workers and quarterly in case of employees	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1																																									
13	Stability should be given to living costs by reviewing wages every five years	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1																																									
14	Every two years	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2																																									
15	May be left to parties concerned	—	—	—	—	2	—	—	—	—	—	—	1	—	5	—	—	—	—	—	—	8																																									

TABLE No. 1-256—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
16	As recommended by Gajendragadkar Commission . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17	Both quarterly and half-yearly depending upon the circumstances . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	3
18	Both half-yearly and yearly depending upon the circumstances . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	No comments . . . . .	15	4	19	20	21	1	11	8	1	—	—	40	1	26	7	31	10	13	25	28	281
Total . . . . .		18	21	23	74	45	4	24	31	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-256

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 143 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Monthly . . . . .	—	—	1	1	—	—	—	—	—	—	—	—	—	2	—	—	3	7
2	Quarterly . . . . .	—	—	—	3	—	2	1	3	—	1	—	—	1	2	2	—	7	22
3	Half-yearly . . . . .	—	5	—	2	—	1	3	7	1	1	1	4	—	—	3	3	25	56
4	No revision for short-term fluctuations	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	3	4
5	Revision should be made only when the fluctuation is fairly long say 12 months . .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	12	14
6	Whenever the index increases by 10 points . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	Yearly . . . . .	2	3	2	5	1	—	—	1	2	—	—	—	—	—	—	—	10	26
8	As recommended by the Das Commission	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2
9	Whenever there is a major change in the price index . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4	4
10	Frequency should be automatic and over a period of 3 months based on the rise or fall of the cost of living index . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11	Stability should be given to living costs by reviewing wages every five years . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12	Every two years . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
13	May be left to the parties concerned . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	3
14	As recommended by Gajendragadkar Commission . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15	Both quarterly and half-yearly depending upon the circumstances . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
16	Both half-yearly and yearly . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
17	No comments . . . . .	4	1	6	10	4	—	1	3	3	1	—	8	—	2	2	—	57	102
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

### REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 143 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Monthly . . . . .	3	—	—	5	—	1	—	—	—	2	1	1	14	27
2	Quarterly . . . . .	2	—	—	2	—	—	2	—	—	—	1	—	7	14
3	Half-yearly . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	3	4
4	Yearly . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1
5	It should be monthly for workers and quarterly in case of employees . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	1
6	May be left to parties concerned . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	5	5
7	Both quarterly and half-yearly depending upon the circumstances . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8	No comments . . . . .	5	4	2	8	1	—	3	3	—	1	1	2	58	88
	TOTAL . . . . .	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-256

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 143 : (a) If a system in which dearness allowance is adjusted to changes in cost of living is favoured : which index number is favoured : (i) All India (ii) regional, or (iii) local should be preferred? (b) What should be frequency at which revision should be made—monthly/quarterly/half-yearly, etc.? (Reply to part (b) only).	Central Trade Unions								Employers Associations							
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates		
1	Monthly . . . . .	1	12	—	—	3	1	—	4	1	—	—	1	—	—	2	
2	Quarterly . . . . .	—	5	—	2	—	—	—	—	—	—	—	—	—	—	—	
3	Half-yearly . . . . .	—	1	—	—	—	—	—	—	—	—	1	1	1	10	—	
4	No revision for short-term fluctuations . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
5	Yearly . . . . .	—	—	—	—	—	—	—	1	—	—	—	1	—	3	—	
6	It should be monthly for workers and quarterly in case of employees . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	
7	Stability should be given to living costs by reviewing wages every five years . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	
8	May be left to parties concerned . . . . .	—	—	—	5	—	—	—	—	—	—	—	—	—	—	—	
9	As recommended by Gajendragadkar Commission . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	
10	Both half-yearly and yearly depending upon circumstances . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	
11	No comments . . . . .	—	20	—	14	—	1	1	4	—	5	—	—	—	7	—	
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26		

TABLE No. 1-257

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 143 : (a) If a system in which dearness allowance adjusted to changes in cost of living is favoured : Which index number viz. (i) All India (ii) regional, or (iii) local should be preferred ? (b) What should be the frequency at which revisions should be made monthly/quarterly/half-yearly etc. ? (c) What should be the extent of change in the index which should warrant such revision in dearness allowance—each point/slab of 5 points slab of 10 points, etc. ? Give reasons. (Reply to part (c) only).	Government Departments					Enterprises/Undertakings					Employers Associations					Workers Unions					Others		Total
		State					Central Sphere					Private					Other Unions					Research and Other Institutions		
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size					
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	Each point . . . . .	1	—	—	1	—	—	1	—	—	—	4	4	9	5	9	1	4	—	—	41			
2	Slab of 5 points . . . . .	—	5	—	4	3	—	5	1	—	—	4	2	—	—	5	—	1	1	4	35			
3	Slab of 10 points . . . . .	—	7	3	34	8	2	5	—	—	1	2	17	—	1	1	—	—	5	3	89			
4	Real wages are affected beyond 10 points . . . . .	1	—	—	3	—	1	—	—	—	—	3	—	—	—	—	—	—	—	—	8			
5	Wider range of points . . . . .	1	—	—	—	—	—	—	1	—	—	2	—	—	—	—	—	—	—	—	4			
6	If the index is sensitive, slab of 5 points, if the index is not sensitive, 3 points for a rupee. . . . .	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	—	—	—	2			
7	Left to the parties concerned . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
8	Each slab of plus and minus 10 points . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
9	Only a change beyond 5 points should be considered . . . . .	—	1	—	—	—	—	—	1	—	—	2	—	—	—	—	—	—	—	1	5			
10	Rise in each point as compared to the previous quarter . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2			
11	Slab of 5 or 10 points depending on the base year of the index . . . . .	—	1	—	1	1	—	—	—	—	—	3	—	—	—	—	—	—	—	—	6			
12	There cannot be uniformity . . . . .	—	1	—	—	2	—	—	—	—	—	—	—	—	—	1	—	—	—	—	4			
13	10 points or more if it continues for over a period of 12 months . . . . .	—	—	—	3	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	5			
14	Slab of 2 or 3 points . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3			
15	5% increase in the cost of living . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
16	Neutralisation at shorter intervals depending upon circumstances. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1			

TABLE No. 1-257—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
17	As recommended by Gajendragadkar Commission . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18	Each point/slab of 5 points/slab of 10 points depending upon circumstances . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	2
19	Slab of 5 or 10 points or 2 or 3 points depending upon circumstances . . . . .	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
20	No comments . . . . .	15	6	20	25	31	1	11	8	1	—	—	44	1	32	8	33	10	10	26	30	312
Total		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-257

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Q.No. 143 :	Serial Number																		
(a) If a system in which dearness allowance adjusted to changes in cost of living is favoured :— Which index number viz., (i) All India, (ii) regional, or (iii) local should be preferred? (b) What should be the frequency at which revision should be made—monthly/quarterly/half-yearly, etc. ? (c) What should be the extent of change in the index which should warrant such revision in dearness allowance—each point/slab of 5 points/slab of 10 points, etc., ? Give reasons. (Reply to part (c) only)	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tool and Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total	
	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1 Each point . . . . .	—	2	—	1	2	—	—	—	—	—	—	—	—	—	—	—	1	6	
2 Slab of 5 points . . . . .	—	—	—	2	—	2	—	1	—	1	—	—	—	1	—	1	9	17	
3 Slab of 10 points . . . . .	—	4	3	2	—	1	4	7	3	1	—	3	1	3	3	—	34	69	
4 Real wages are affected beyond 10 points	1	—	1	—	—	—	—	—	—	—	—	—	1	—	1	1	2	7	
5 Wider range of points . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	3	
6 If the index is sensitive, slab of 5 points; if the index is not sensitive, 3 points for a rupee . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
7 Left to the parties concerned . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8 Each slab of plus and minus 10 points . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
9 A change beyond 5 points should be considered . . . . .	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	1	3	
10 Rise in each point as compared to the previous quarter : . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
11 Slab of 5 or 10 points depending on the base year of the index . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	4	5	
12 There cannot be uniformity . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
13 10 points or more if it continues for over a period of 12 months . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	4	5	
14 Slab of 2 or 3 points . . . . .	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—	—	1	
15 5% increase in the cost of living . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
16 As recommended by Gajendragadkar Commission . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
17 Each point/slab of 5 points/slab of 10 points depending upon the circumstances . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
18 Slab of 5 or 10 or 2 or 3 points depending upon the base year of the index . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
19 No comments . . . . .	5	3	6	11	3	—	1	8	3	1	—	9	—	2	3	1	65	121	
Total . . . . .	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3-257  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Q.No. 143 :																											
(a) If a system in which dearness allowance adjusted to changes in cost of living is favoured : which index number viz.,																											
(i) All India, (ii) regional, or (iii) local should be preferred ?																											
(b) What should be the frequency at which revision should be made—monthly/quarterly/half-yearly etc. ?																											
(c) What should be the extent of change in the index which should warrant such revision in dearness allowance—each point/slab of 5 points/slab of 10 points, etc. ?																											
Give reasons.																											
(Reply to part (c) only)																											
Serial Number	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16												
1					4		1		1		2	1	1	15	32												
2					2									5	8												
3														2	2												
4					1										1												
5								2							2												
6												1			1												
7															1												
8					8	1		3	2		1	1	2	66	94												
TOTAL															12	4	2	15	1	1	5	3	1	3	3	88	141

TABLE No. 4-257  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WIS

Q. No. 143 :	Central Trade Unions										Employers Associations					
	I. N. T. U. C.	Is affiliates	A. I. T. U. C.	Is affiliates	U. T. U. C.	Is affiliates	H. M. S.	Is affiliates	B. M. S.	Is affiliates	A. I. M. O.	Is affiliates	Council of Indian Employers	Is affiliates		
Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1 Each point . . . . .	1		1	13		1	2			3	1					1
2 Slab of 5 points . . . . .				1			1			1				1		3
3 Slab of 10 points . . . . .				1						1			1	2		7
4 Real wages are affected beyond 10 points																1
5 Wider range of points . . . . .																2
6 There cannot be uniformity . . . . .				1												
7 10 points or more if it continues for over a period of 12 months . . . . .																
8 Slab of 2 or 3 points . . . . .				2												2
9 As recommended by Gajendragadkar Commission . . . . .																
10 Each point/slab of 5 points/slab of 10 points depending upon the circumstances						1										1
11 Slab of 5 or 10 points or slab of 2 or 3 points depending on the base year of the index . . . . .															1	
12 No comments . . . . .				20		20		2	1	4		5				9
TOTAL . . . . .	1		38			22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-258

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Enterprises/Undertakings											Employers Associations					Workers Unions					Others		Total
	Government Departments					Private						State/Regional Branches					All India Unions (Industry-wide)					Research and Other Institutions		
	Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wide)	Large-size	Medium-size	Small-size	Other Unions					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	D.A. should be given in relation to productivity . . . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—	1	4	
2	Should depend upon the capacity of industry to pay . . . . .	—	2	—	1	5	2	—	2	—	—	—	15	—	—	—	—	—	—	—	—	—	27	
3	Basic wage of workers/capacity of industry to pay/practice in other industries, depending upon circumstances . . . . .	—	2	—	1	1	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	1	7	
4	100% neutralisation in case of the lowest income group on national minimum wage . . . . .	1	—	—	1	—	—	—	—	—	—	—	—	—	1	1	4	—	—	—	—	1	9	
5	Should vary as per degree of vulnerability with cent per cent neutralisation at the subsistence level and no or less D.A. at the highest level and determined in such a way as not to erode the real wages . . . . .	1	9	1	24	2	—	4	—	—	—	—	5	2	1	3	2	—	—	1	3	58		
6	Should be based on the price index . . . . .	—	1	—	1	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4		
7	Should be between 40 to 50% . . . . .	—	—	1	—	2	—	—	1	—	—	—	3	—	—	—	—	—	1	1	—	9		
8	Should be decided bilaterally . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
9	Neutralisation need not be more than 85% at any rate under the present Indian conditions . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
10	As recommended by Das Commission . . . . .	—	—	—	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3		
11	Self-sufficiency in foodgrains is the right answer . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
12	Should vary from 80% to nil depending upon the level of income . . . . .	—	—	—	1	1	—	1	—	—	—	1	1	—	—	—	—	—	—	—	—	5		
13	Should be little less than 100% say 90 % for the lowest level and taper off as the salaries rise . . . . .	—	1	—	5	—	—	1	—	—	—	—	2	—	1	—	1	—	—	—	1	12		
14	90% in all cases . . . . .	—	—	—	2	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	5		

TABLE No. 1-258—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
15	Should be devised on due consideration of the reasons for the rise in prices and its effect on general economy . . . . .	1	—	—	4	1	—	1	—	—	—	—	4	—	—	—	1	—	—	—	—	12
16	It is a complicated issue which cannot be resolved solely by payment of D.A.; holding of price line would be better . . . .	—	—	1	—	1	—	—	—	—	—	—	3	—	—	—	—	—	—	—	1	6
17	This does not arise if D.A. has already been linked to cost of living index. . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	2
18	Should be as per recommendations of Gajendragadkar Commission . . . . .	—	—	—	2	1	—	—	—	—	1	—	9	—	—	—	—	—	—	1	—	14
19	The maximum neutralisation could be 75% of price increase . . . . .	—	2	—	1	—	—	2	—	—	1	1	2	—	—	—	—	—	—	—	—	9
20	Full neutralisation upto Rs. 500 or Rs. 1000 per month. . . . .	1	—	—	3	2	—	—	—	—	—	—	—	5	24	4	12	1	4	3	3	62
21	Satisfying of minimum needs of the workers' family on basic wage . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	2
22	By paying a portion of wage in kind . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	2
23	Rate of neutralisation can be possible if all the hoarders and black marketers are kept under surveillance . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24	The present arrangements are satisfactory . . . . .	—	—	—	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	1	—	1
25	No comments . . . . .	14	3	19	22	28	1	12	8	2	—	—	36	—	15	6	27	9	10	25	29	266
Total . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-258

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q.No. 144 : In determining the quantum of dearness allowance what should be the principles governing the rate of neutralisation of price rise ?	Industry-wise Distribution of Respondents (Employers)																		
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	D. A. should be given in relation to productivity . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
2	Capacity of Industry to pay . . . . .	—	1	3	3	2	—	—	1	—	—	—	1	—	—	—	—	—	6	18
3	It should be determined in relation to basic wage of workers, capacity of industry to pay and practice in other similar industries . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
4	Cent per cent neutralisation upto wage level of Rs. 200 or it should be cent per cent . . . . .	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	1	2	5	
5	Should vary as per degree of vulnerability with cent per cent neutralisation at the subsistence level and no less D.A. at the highest level . . . . .	—	1	—	1	—	1	1	2	2	1	—	—	1	—	1	1	15	27	
6	Should be based on the price index . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2	3	
7	Should be between 40 to 50 per cent . . . . .	—	—	—	2	—	—	—	1	—	—	—	—	—	—	—	—	3	6	
8	Should be decided bilaterally . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
9	Determined in such a way as not to erode the real wages : . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	1	3	6	
10	Neutralisation need not be more than 80 to 85 per cent at any rate under the present Indian conditions depending upon the level of income . . . . .	—	—	—	—	—	—	—	1	2	—	—	1	—	—	—	—	2	6	
11	As recommended by Das Commission . . . . .	—	—	—	—	—	—	—	2	—	—	—	—	1	—	—	—	—	3	
12	Self-sufficiency in foodgrain is the right answer . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	
13	It should be little less than 100 per cent for the lowest level, say 90 per cent and taper off as the salaries rise . . . . .	—	—	—	1	—	—	1	—	—	—	—	—	—	—	1	—	5	8	
14	90 per cent in all cases . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3	4	
15	Rate of neutralisation should be devised on due consideration of the reasons for rise in prices and its effect on general economy . . . . .	—	1	—	—	—	—	—	2	—	1	—	—	—	—	2	—	4	10	

TABLE No. 2-258—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
16	Neutralisation of price rise is a complicated issue and cannot be resolved solely by payment of D.A.	—	2	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	4
17	This dose not arise if D.A. has already been linked to cost of living index.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
18	It should be as per recommendations of Gajendragadkar Commission	—	—	—	2	—	—	—	—	—	—	—	1	—	1	—	—	6	10
19	Maximum neutralisation could be 75 per cent of price increase	—	—	—	1	—	—	—	1	—	—	1	—	—	—	—	—	3	6
20	Full neutralisation upto Rs. 500] or Rs. 1000 per month	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
21	Various principles (combination of more than two factors mentioned above)	2	1	—	2	—	—	2	3	—	—	—	1	—	—	1	—	4	16
22	No comments	5	2	6	9	3	1	1	4	2	1	—	7	—	—	3	—	65	109
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-258

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
Q. No. 144: In determining the quantum of dearness allowance, what should be the principles governing the rate of neutralisation of price rise ?															
1 D.A. should be given in relation to productivity . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
2 100% neutralisation above the minimum wage upto Rs. 30 lowest wages . . . .		2	—	—	1	—	—	—	—	—	—	—	—	3	6
3 Should vary as per degree of vulnerability with cent per cent neutralisation at the subsistence level and no/less Dearness Allowance at the highest level . . . .		—	—	—	1	—	—	—	—	—	1	1	—	1	4
4 Should be between 40 to 50% . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
5 Determined in such a way as not to erode the real wages . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	2	2
6 The rate of neutralisation should be decided on due consideration . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
7 This does not arise if D.A. has already been linked to cost of living index . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
8 Full neutralisation upto Rs. 500 or Rs. 1,000 per month . . . . .		1	—	—	—	—	—	—	1	1	—	1	—	3	7
9 Neutralisation of the rise in prices should be 100% or full neutralisation . . . .		6	—	—	3	—	1	2	—	—	—	—	1	29	42
10 Neutralisation should be (to greater extent) maximum 90% for the lowest income groups, and relief to other employees also . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	2	2
11 Neutralisation should be cent per cent upto wage level of Rs. 200 per month . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1

TABLE No 3-258—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12	Satisfying of minimum needs of the workers family less basic wage . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	2
13	By paying a portion of wage in kind . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	1	2
14	Should vary as per degree of vulnerability with per cent neutralisation at the subsistence level and no less dearness allowance at the highest level so as not to erode the real wages . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	2
15	No comments . . . . .	3	4	2	7	1	—	2	2	—	2	1	2	41	67
	TOTAL . . . . .	12		2	15	1	1	5	3	1	3	2	3	88	141

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 144 : In determining the quantum of dearness allowance, what should be the principles governing the rate of neutralisation of price rise ?	Central Trade Unions								Employers Associations						
		I. N. T. U. C.	4	5	6	7	8	9	10	B. M. S.	12	A. I. M. O.	14	15	16	Its affiliates
1		3	3	—	—	—	—	—	—	—	—	—	—	—	—	—
2	100% neutralisation above the minimum wages upto Rs. 30 lowest wages	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
3	Should vary as per degree of the vulnerability with cent per cent neutralisation at the subsistence level and no less dearness allowance at the highest level	—	2	—	—	—	—	—	—	—	—	—	—	—	6	—
4	Neutralisation need not be more than 80 to 85% at any rate under the present Indian conditions	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—
5	It should vary from 80% to nil depending upon the level of income	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—
6	It should be little less than 100% for the lowest level say 90% and taper off as the salaries rise	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—
7	90% in all the cases	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—
8	The rate of neutralisation should be devised on due consideration of the reasons for the rise in prices and the effect on the general economy	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
9	It should be as per recommendations of Gajendragadkar Commission.	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—
10	The maximum neutralisation could be 75% of price increase	—	—	—	—	—	—	—	—	—	—	1	1	—	3	—
11	Full neutralisation upto Rs. 500 or Rs. 1000 per month	—	2	—	2	2	—	—	—	—	—	—	—	—	—	—
12	Neutralisation of the rise in prices should be 100%	1	16	—	13	1	—	1	1	1	—	—	—	—	—	—

TABLE No. 4-258—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12	Neutralisation should be maximum to an extent of 90% for the lower income group and relief to other employees also	—	—	—	1	—	—	—	—	—	—	—	—	—	1
13	Neutralisation should be cent per cent up to wage level of Rs. 200 per month	—	—	—	—	—	—	—	1	—	—	—	—	—	—
14	Satisfying of minimum needs of the workers family less basic wage	—	1	—	—	—	—	—	—	—	—	—	—	—	—
15	Combination of various factors	—	—	—	—	—	—	—	1	—	—	—	1	—	4
16	No comments	—	14	—	6	—	2	—	6	—	5	—	—	—	7
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	1	26



TABLE No. 2-259  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Yes, it should be the criterion	3	9	3	12	1	2	4	11	4	2	—	5	2	3	3	3	59	126
2	Not necessarily/to some extent	—	—	—	—	—	—	—	2	1	—	—	—	—	—	1	—	1	5
3	No	—	—	1	—	—	—	1	—	—	—	—	—	—	1	1	—	5	9
4	Yes, except in the case of minimum wage earners	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	4	5
5	An industry which is incapable to meet the real wages of workers has no right to exist	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	Capacity to pay by a cross-section of industries should be a relevant consideration	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	3	5
7	Yes, where there is a doubt to industry's ability to pay D.A. even at subsistence level	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	2
8	The prices should be controlled	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
9	Capacity is relevant for fixing wages but it cannot be so for fixing rate of D.A.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
10	No comments	4	—	6	8	4	1	1	4	1	1	—	7	—	1	2	—	53	93
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-259  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 145 : Considering that payment of a cost of living allowance is meant to ensure that real wage of employees is not eroded by price increases, should the capacity to pay of an industry/unit be a relevant consideration in fixing the rate of dearness allowance ?															Total
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Yes, it should be the criterion	2	—	—	—	—	—	—	1	—	—	—	1	1	5	
2	Not necessarily/to some extent	2	—	—	3	—	—	1	—	—	1	—	—	7	14	
3	No.	3	—	—	3	—	1	1	—	1	—	1	—	14	24	
4	Yes, except in the case of minimum wage earners	—	—	—	—	—	—	—	—	—	—	1	—	7	8	
5	An industry which is incapable to meet the real wages of workers has no right to exist	—	—	—	—	—	—	—	—	—	1	—	—	—	1	
6	Yes, where there is a doubt to industry's ability to pay D.A. even at subsistence level	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
7	No comments	5	4	2	9	1	—	3	2	—	1	1	2	58	88	
Total		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4-259  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	2	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Is affiliates	A.I.T.U.C.	Is affiliates	U.T.U.C.	Is affiliates	H.M.S.	Is affiliates	B.M.S.	Is affiliates	A.I.M.O.	Is affiliates	Council of Indian Employers	Is affiliates
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes, it should be the criterion	—	3	—	—	—	—	—	—	—	—	1	3	—	19
2	Not necessarily/to some extent	1	7	—	2	—	—	1	1	—	—	—	—	—	—
3	No	—	9	—	3	3	—	—	3	1	—	—	—	—	—
4	Yes, except in the case of minimum wage earners	—	1	—	5	—	—	—	—	—	—	—	—	1	—
5	Capacity to pay by a cross section of industries should be a relevant consideration	—	—	—	—	—	—	—	—	—	—	—	—	—	2
6	No comments	—	18	—	12	—	2	—	5	—	5	—	—	—	5
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	1	26

Q.No. 145 : Considering that pay-  
 meant of a cost of living allowances  
 is meant to ensure that real wage of  
 employees is not eroded by price  
 increases, should the capacity to pay  
 of an industries/unit be a relevant  
 consideration in fixing the rate of  
 dearness allowances ?

TABLE No. 1-260

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONSES

Serial Number	Government Departments											Enterprises/undertakings						Employers Associations				Workers unions				Others		Total
	State			Central Sphere			State Sphere			Co-operative			Large-size			Medium-size			Small-size			Other unions				Research and Other Institutions	Individuals	
	Central	Labour	Others (including Local Bodies)	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23							
1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
7	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
10	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				
12	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2				

Q. No. 146 : In areas/activities where part of the wage is in kind, what adjustments should be made in fixing the quantum of dearness allowance ?

- 1 Total quantum of D.A. given should be the same irrespective of the fact that part of the wage is given in kind . . . . .
- 2 Quantum of D.A. given should not be clubbed with other wages paid in kind : . . . . .
- 3 D. A. should be adjusted accordingly in all cases where wages are partly paid in kind . . . . .
- 4 To the extent essential goods are supplied at low prices, the difference in price can be adjusted in D. A. . . . .
- 5 Since all wages are paid in cash, this question does not arise . . . . .
- 6 This should be adjusted while fixing the total of the wage and D.A. . . . .
- 7 By mutual settlement after a thorough study of the cost of articles supplied in kind . . . . .
- 8 Payment in kind is not preferred . . . . .
- 9 No special consideration is necessary . . . . .
- 10 Wages should rise in proportion to the rise in prices . . . . .
- 11 The nature of the wage paid in kind and its monetary value should be considered in fixing the quantum of D.A. . . . .
- 12 This does not arise if D.A. is linked to cost of living index . . . . .

TABLE No. 1-260—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
13	It may be considered as per local requirements . . . . .	—	—	—	—	1	—	—	—	—	—	—	1	—	1	—	—	—	—	2	—	5
14	It may be according to the value of goods in the family budget enquiry . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	1	—	—	—	—	3
15	The quantum of D.A. for such workers should be much less . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
16	No change is necessary in the present arrangements . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2
17	No comments . . . . .	17	7	18	26	29	2	13	7	1	—	—	53	1	33	8	35	10	13	26	32	391
Total . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-260

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1			—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2			—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3			1	1	—	—	2	1	1	3	1	1	—	—	—	1	—	1	10	24
4			—	3	—	2	—	—	1	2	—	—	—	—	—	—	2	—	1	17
5			—	—	2	3	—	—	—	—	—	—	1	—	—	—	—	—	15	1
6			—	—	—	1	—	—	—	2	—	—	—	—	—	—	—	—	—	3
7			—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
8			—	—	—	3	—	—	2	3	2	—	—	1	—	—	—	—	4	16
9			—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2
10			—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
11			2	1	1	2	—	—	1	2	2	—	—	—	—	—	2	—	10	23
12			—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13			—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2

TABLE No. 2.260—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	It may be according to the value of goods in the family budget enquiry . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15	The quantum of D.A. for such workers should be much less . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16	No change is necessary in the present arrangements . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
17	No comments . . .	4	2	7	10	2	1	1	6	1	2	—	10	—	1	6	1	77	131
Total . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-260

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 146 : In areas/activities where part of the wage is in kind, what adjustments should be made in fixing the quantum of dearness allowance ?															Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1 Total quantum of D. A. given should be the same irrespective of the fact that part of the wage is in kind . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	1	16
2 Quantum of D. A. should not be clubbed with other wages paid in kind . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
3 D. A. should be adjusted accordingly in all cases where wages are partly paid in kind . . . . .	3	—	—	2	—	1	1	—	1	—	—	1	6	15		15
4 To the extent essential goods are supplied at low prices, the difference in price can be adjusted in D. A. . . . .	1	—	—	—	—	—	—	1	—	—	—	—	3	5		5
5 Since all wages are paid in cash, this question does not arise . . . . .	—	—	—	—	—	—	—	—	—	1	—	—	—	1		1
6 Payment in kind is not preferred . . . . .	—	—	—	1	—	—	1	—	—	—	—	—	5	7		7
7 Wages should rise in proportion to the rise in prices . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		1
8 The nature of the wage in kind and its monetary value should be considered in fixing the quantum of D. A. . . . .	1	—	—	1	—	—	—	—	—	—	1	—	4	7		7
9 It may be considered as per local requirements . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		1
10 It may be according to the value of goods in the family budget enquiry . . . . .	—	—	—	1	—	—	—	—	—	—	1	—	—	2		2
11 No comments . . . . .	7	4	2	9	1	—	3	2	—	2	1	2	67	100		100
TOTAL . . . . .	12	4	2	15	1	1	5	3	1	3	3	3	88	141		141

TABLE No. 4.260  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Central Trade Unions								Employers Associations						
	I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates	Its affiliates
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—
2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—
3	1	11	—	1	1	—	—	—	—	—	1	1	—	6	—
4	—	2	—	1	1	—	—	—	—	—	—	1	—	3	—
5	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—
6	—	3	—	2	—	—	—	—	—	—	—	—	1	2	—
7	—	—	—	—	—	—	—	1	—	—	—	1	—	4	—
8	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—
9	—	22	—	18	—	2	1	6	1	5	—	—	—	8	—
TOTAL	1	38	—	22	3	2	1	9	1	5	1	3	1	26	

Q. No. 146 : In areas/activities where part of the wage is in kind, what adjustments should be made in fixing the quantum of dearness allowance ?

- 1 Total quantum of D. A. should be the same irrespective of the fact that part of the wage is in kind . . . . .
- 2 Quantum of D. A. should not be clubbed with other wages paid in kind . . . . .
- 3 D. A. should be adjusted accordingly in all cases where wages are partly paid in kind . . . . .
- 4 To the extent essential goods are supplied at low prices, the difference in prices can be adjusted in D. A. . . . .
- 5 Since all wages are paid in cash this question does not arise . . . . .
- 6 Payment in kind is not preferred . . . . .
- 7 The nature of the wage in kind and its monetary value should be considered in fixing the quantum of D. A. . . . .
- 8 It may be considered as per local requirements . . . . .
- 9 No comments . . . . .

TABLE No. 1-261

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 147 : (a) How should fringe benefits be defined ?	Government Departments					Enterprises/Undertakings					Employers Associations				Workers unions					Others			Total
		State		Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wide)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals				
		Central	Labour																		Others (including Local Bodies)			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	Should be defined as benefits given to workers to add to their comfort and convenience but will not form part of wages .	1	3	1	11	3	—	3	—	—	1	1	8	2	6	3	8	—	—	—	—	3	54	
2	All benefits—statutory or voluntary—received by employees in cash or in kind (whether immediately or after certain period) over the regular wage may be treated as fringe benefits .	2	3	—	6	4	1	4	1	—	—	—	8	—	1	—	1	—	1	2	—	—	34	
3	Difficult to define .	—	2	—	2	—	—	1	—	—	—	—	4	—	—	—	2	—	—	—	1	—	12	
4	Are those amenities provided to the worker to improve his social and cultural content, which otherwise he would have paid for .	—	3	1	10	4	—	1	1	—	—	—	4	1	2	—	2	—	—	—	—	1	30	
5	Are those special benefits given to the workers either in cash or in kind which add to the labour cost and also reduce the burden of the worker .	—	—	—	11	1	—	—	—	—	—	—	3	1	—	—	—	—	—	—	—	—	16	
6	All benefits given under provident fund, gratuity, health insurance, free housing, electricity, fuel, education, etc. .	—	1	—	6	1	1	2	—	1	—	—	8	1	—	—	1	—	—	—	2	—	24	
7	Anything over and above wages and D.A. is a fringe benefit .	—	1	—	4	—	—	1	1	—	—	—	2	—	—	—	1	—	—	1	—	—	11	
8	Are the benefits which the industry can afford to give without an equivalent rise in production cost .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
	No need to define them as any such attempt might lead to controversy .	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	1	—	3	
	Benefits in the form of goods and services should be considered as fringe benefits .	—	1	—	2	2	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—	—	7	

TABLE No. 1-261—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
11	Cover all the non-statutory benefits given by the employers . . . . .	—	—	—	1	1	—	—	—	—	—	—	—	1	—	2	1	—	—	—	1	7
12	To be decided between employers and employees . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
13	All benefits—statutory or voluntary—such as given under provident fund, gratuity, housing, education, etc., to the workers over their regular wages to add to their comfort and convenience . . . . .	—	—	—	1	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	3
14	Difficult to define but they may be treated as those amenities provided to workers to improve their social and cultural content which otherwise they would have been paid for . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	2
15	No comments . . . . .	15	7	21	19	29	2	12	8	1	1	1	41	1	32	9	34	11	14	29	32	319
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-261

## REPLIES TO THE QUESTIONNAIRE-INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 147(a) How should fringe benefits be defined?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Should be defined as benefits given to workers to add to their comfort and convenience but will not form part of wages	1	1	—	1	—	1	1	2	3	—	—	1	1	2	—	1	12	27
2	All benefits—statutory or voluntary—received by employees in cash or in kind whether immediately or after a certain period over the regular wage may be treated as fringe benefits	—	—	3	3	—	—	3	2	—	—	—	1	—	1	2	—	9	24
3	Difficult to define	—	—	1	2	—	—	1	—	—	—	—	—	—	—	1	—	2	7
4	Are those amenities provided to the workers to improve their social and cultural content, which otherwise he would have paid for	—	2	1	—	—	—	1	1	1	1	—	2	1	1	—	1	8	20
5	Are those special benefits given to the workers either in cash or in kind which add to the labour cost and also reduce the burden of the worker	—	—	—	—	—	—	—	1	—	1	—	1	—	—	—	—	12	15
6	All benefits given under provident fund, gratuity, health insurance, education etc.	1	3	1	3	2	—	—	3	—	—	—	—	—	—	—	1	5	19
7	Anything over and above wages and D. A. is a fringe benefit	—	—	—	3	—	—	—	—	1	—	—	—	—	2	—	—	2	8
8	Are the benefits which the industry can afford to give without an equivalent rise in production cost?	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9	No need to define them as any such attempt might lead to controversy	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
10	Benefits in the form of goods and services should be considered as fringe benefits	—	1	—	1	—	—	—	—	—	—	1	—	—	—	—	—	2	5
11	All non-statutory benefits given by the employers	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	2

TABLE No. 2-261—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
12	To be decided between the employers and employees . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
13	All benefits—statutory or voluntary—such as given under provident fund, gratuity, education, housing etc. to the workers over their regular wages to add to their comfort and convenience . .	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	1	3
14	No comments . . . . .	4	2	4	8	3	1	—	8	1	1	—	7	—	—	4	—	71	114
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-261

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Q. No. 147 : (a) How should fringe benefits be defined ?																
Serial Number		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Should be defined as benefits given to workers to add to their comfort and convenience but will not form part of wages	4	1	—	2	—	—	—	—	—	—	2	1	9	19	
2	All benefits—statutory or voluntary—received by employees in cash or in kind (whether immediately or after certain period) over the regular wage may be treated as fringe benefits	1	—	—	1	—	—	—	—	—	—	—	—	1	3	
3	Difficult to define	1	—	—	—	—	—	—	—	1	—	—	—	—	2	
4	Area those amenities provided to the worker to improve his social and cultural content, which otherwise he would have paid for	1	—	—	—	—	—	—	—	—	—	—	—	4	5	
5	Are those special benefits given to the workers either in cash or in kind which add to the labour cost and also reduce the burden of the workers	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
6	All benefits given under gratuity, provident fund, health insurance, free housing, electricity, fuel, education, etc.	—	—	—	—	—	—	—	—	—	—	—	1	1	2	
7	Anything over and above wages and D. A. is a fringe benefit	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
8	Benefits in the form of goods & services should be considered as fringe benefits	—	—	1	—	—	—	—	—	—	—	—	—	—	1	
9	Cover all non-statutory benefits given by the employers	—	—	—	—	—	1	2	—	—	—	—	—	1	4	
10	Difficult to define but they may be regarded as those amenities provided to worker to improve his social & cultural content which otherwise he would have paid for	—	—	—	1	—	—	—	—	—	—	—	—	1	2	
11	No comments	5	3	1	10	1	—	3	3	—	3	1	1	70	101	
TOTAL		12	4	2	15	1	1	5	3	1	9	3	3	88	141	

TABLE No. 4-261

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 147 : (a) How should fringe benefits be defined ?	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Should be defined as benefits given to workers to add to their comfort and convenience but will not form part of wages . . . . .	1	12	—	—	—	—	—	2	—	—	—	2	1	6
2	All benefits—statutory or voluntary—received by employees in cash or in kind (whether immediately or after a certain period) over the regular wage may be treated as fringe benefits . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	5
3	Difficult to define . . . . .	—	—	—	1	—	—	—	1	—	—	—	—	—	1
4	Are those amenities provided to the worker to improve his social and cultural content, which otherwise he would have paid for . . . . .	—	1	—	2	1	—	—	—	—	—	—	—	—	3
5	Are those special benefits given to the workers either in cash or kind which add to the labour cost and also reduce the burden of the workers . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	1
6	All benefits given under provident fund, gratuity, health insurance, free housing, electricity, fuel, education, etc. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	3
7	Anything over and above wages and D. A. is a fringe benefit. . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
8	No need to define them as any such attempt might lead to controversy . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9	Benefits in the form of goods and services should be considered as fringe benefits . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1
10	Cover all non-statutory benefits given by the employers . . . . .	—	3	—	—	1	—	—	—	—	—	—	—	—	—

TABLE No. 4-261—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
11	All benefits—statutory or voluntary—such as given under provident fund, gratuity, housing, education, etc. to the workers over their regular wages to add to their comfort and convenience	—	—	—	—	—	—	—	—	—	—	—	—	1
12	Difficult to define but they may be regarded as those amenities provided to the worker to improve his social content, which otherwise he might have paid for	—	—	—	—	—	—	—	1	1	—	—	—	—
13	No comments	—	19	—	19	—	2	1	5	—	5	1	1	4
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	26

TABLE No. 1-262

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 147 : (a) How should fringe benefits be defined ? (b) What should be their scope and content ? (Reply to part (b) only)	Government Departments					Enterprises/Undertakings					Employers' Associations					Workers unions					Others		Total																	
		State					Private					Other Regional Branches					Central Trade Unions					State/Regional Branches					All India Unions (Industry-wise)					Large-size			Medium-size		Small-size		Research and Other Institutions	Individuals	
		Central	Labour	Other (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	16	17	18	19	20	21	22	23																		
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																			
1	The benefits should be such as to increase the contentment, productivity and protection of the workers . . . .	—	1	1	5	3	—	2	—	—	—	—	7	2	6	2	5	—	—	—	—	1	35																		
2	Should cover free or subsidized housing, meals, medical care, compensatory allowance, provident fund, etc. . . .	3	7	1	27	6	—	2	1	1	1	—	7	1	1	1	7	—	1	1	4	72																			
3	These benefits must be allowed to be withdrawn whenever employer feels necessary . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																			
4	Should depend upon the capacity of the industry to pay . . . .	—	—	—	1	1	—	1	—	—	—	—	3	—	—	—	—	—	—	1	—	7																			
5	The benefits provided must give the worker maximum comfort . . . .	—	2	—	5	—	—	2	—	—	—	—	2	1	2	1	1	—	—	1	—	17																			
6	Should not exceed a certain percentage of total wage in a year . . . .	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	2																			
7	Should be related to local needs ; need should not be standardised . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1																			
8	There should be no provision for these benefits . . . .	—	—	—	1	—	—	1	1	—	—	1	—	—	—	—	—	—	—	—	1	5																			
9	Should serve as an incentive to the worker for more work . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	3																			
10	The scope should be confined to basic necessities of a worker . . . .	—	1	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	3																			
11	Should vary from time to time . . . .	—	1	—	2	—	—	—	—	—	—	—	1	—	—	2	—	—	—	—	—	6																			
12	Should be left to the wage fixing authority . . . .	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2																			

TABLE No. 1-262—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
13	It depends upon the financial condition and varies from industry to industry . . .	—	1	—	2	—	—	1	—	—	—	—	2	1	—	—	—	—	—	—	1	8
14	Should be decided by the employers and employees . . . . .	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	2
15	These benefits should be merged with wages and the practice of granting them should be discontinued . . . . .	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
16	Should cover free or subsidised housing, meals, medical care, compensatory allowance, provident fund, gratuity etc. giving the workers maximum comfort . . . . .	—	—	—	1	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	3
17	No comments . . . . .	15	8	21	29	34	2	13	8	1	1	1	55	2	32	9	36	11	14	30	33	355
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524



TABLE No. 2-262—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	Should be decided by the employers and employees . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2
15	These benefits should be merged with wages and the practice of granting them should be discontinued . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
16	Should cover free or subsidised housing, meals, medical care, compensatory allowance, provident fund etc. giving the workers maximum comfort . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	3
17	No comments . . . . .	4	5	5	11	5	1	2	9	1	2	1	10	1	1	4	—	82	144
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-262  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 147 : (a) How should fringe benefits be defined ? (b) What should be their scope and content ? (Reply to part (b) only)	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	The benefits should be such as to increase the contentment, productivity and protection of the workers.	3	—	—	2	—	1	—	—	—	—	—	1	8	15
2	Should cover free or subsidised housing, meals, medical care, compensatory allowance, provident fund etc.	3	—	1	1	—	—	—	—	—	—	—	1	5	11
3	The benefits provided must give the worker maximum comfort.	—	—	—	1	—	—	1	—	—	—	1	—	2	5
4	Should serve as an incentive to the worker for more work.	—	—	—	1	—	—	1	—	—	—	—	—	—	2
5	Their scope should be confined to basic necessities of a worker.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	Should vary from time to time.	—	1	—	—	—	—	—	—	—	—	1	—	—	2
7	It depends upon the financial condition and varies from industry to industry.	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8	No comments.	6	3	1	10	1	—	3	3	1	3	1	1	71	104
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-262

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 147 : (a) How should fringe benefits be defined ? (b) What should be their scope and content ? (Reply to part (b) only)	Central Trade Unions										Employers Associations				
		I. N. T. U. C.	4	5	6	7	8	9	10	11	12	A. I. M. O.	Its affiliates	14	15	16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	16
1	The benefits should be such as to increase the contentment, productivity and protection of the workers . . .	1	12	—	1	1	—	—	—	—	—	—	1	—	—	5
2	Should cover free or subsidized housing, meals, medical care, compensatory allowance, provident fund etc. . .	—	3	—	—	—	—	—	—	1	—	—	—	1	—	8
3	The benefits provided must give the workers maximum comfort . . .	—	1	—	1	—	—	—	2	—	—	—	—	—	—	2
4	There should be no provision for these benefits . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—
5	Should serve as an incentive to the workers for more work . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—
6	Their scope should be confined to basic necessities of a worker . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—
7	Should vary from time to time . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
8	Should be left to wage fixing authority . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9	It depends upon the financial condition and varies from industry to industry . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2
10	Should cover free or subsidised housing, meals, medical care, compensatory allowance, provident fund, etc. giving the workers maximum comfort . . .	—	19	—	20	1	2	1	6	—	5	1	—	—	—	1
11	No comments . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	6
TOTAL . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	1	26

TABLE No. 1-263  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number		Government Departments					Enterprises/Undertakings					Employers' Associations					Workers Unions					Others																																							
		State					Private					Central Organisations					State/Regional Branches					Other Trade Unions					State/Regional Branches					All India Unions (Industry-wise)					Large-size					Medium-size					Small-size					Research and Other Institutions					Individuals				
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Other unions	Research and Other Institutions	Individuals																																							
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																																							
1	Tend to increase production costs . . . . .	2	8	1	24	11	1	8	2	—	2	1	26	—	1	1	2	—	—	—	2	2	94																																						
2	Such benefits add to labour costs . . . . .	—	—	—	12	—	—	—	—	—	—	—	6	1	—	—	—	—	—	—	—	19																																							
3	Should not affect production costs too much . . . . .	1	2	1	3	2	—	1	—	1	—	—	1	1	2	2	2	—	1	1	1	22																																							
4	Should not affect production costs . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	1	—	—	—	1	4																																							
5	Depends upon the quality & quantity of such benefits . . . . .	—	1	—	3	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	5																																							
6	It varies from industry to industry . . . . .	—	—	—	2	—	—	1	—	—	—	1	3	—	—	1	—	—	—	—	—	8																																							
7	Increase, if any, would be offset by increased efficiency . . . . .	—	1	—	1	—	—	1	—	—	—	—	—	3	4	2	7	—	—	—	—	19																																							
8	They cost between 20 to 30% of the total wage bill . . . . .	—	—	—	—	—	—	1	—	—	—	—	3	—	—	—	—	—	—	—	—	4																																							
9	Such benefits should have no relationship to production costs . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1																																							
10	No comments . . . . .	15	9	21	28	32	3	12	9	1	—	—	45	2	33	8	39	11	14	30	36	348																																							
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524																																							

TABLE No. 2-263  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 147 : (a) How should fringe benefits be defined ? (b) What should be their scope and content ? (c) To what extent do such benefits affect production costs ? (Reply to part (c) only)	Industry																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	Tend to increase production costs . . .	2	2	4	10	2	1	4	9	2	—	—	3	1	3	2	2	28	75		
2	Such benefits add to labour costs . . .	—	—	—	2	—	—	—	1	—	1	—	—	—	1	—	—	13	18		
3	Should not affect production costs too much . . .	—	1	—	1	—	—	—	—	—	—	1	—	—	1	—	—	4	8		
4	Should not affect production costs . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
5	Depends upon the quality and quantity of such benefits . . .	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	1	3		
6	It varies from industry to industry . . .	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	4	7		
7	Increase, if any, would be off-set by increased efficiency . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	2		
8	They cost between 20 to 30% of the total wage bill . . .	—	1	—	1	—	—	1	—	—	—	—	—	—	—	—	—	1	4		
9	No comments . . .	4	5	6	8	3	2	1	8	2	2	—	9	—	—	5	—	75	130		
Total . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3-263  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 147 (a) How should fringe benefits be defined ? (b) What should be their scope and content ? (c) To what extent do such benefits affect production costs ? (Reply to part (c) only)	Industry															Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	Tend to increase production costs . . .	1	—	—	—	—	—	—	—	—	—	1	1	1	4		
2	Such benefits add to labour costs . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
3	Should not affect production costs too much . . .	2	—	1	1	—	1	—	—	—	—	—	—	3	8		
4	Should not affect production costs . . .	—	—	—	—	—	—	—	—	1	—	—	—	1	2		
5	Depends upon the quality and quantity of such benefits . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
6	It varies from industry to industry . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1		
7	Increase, if any, would be off-set by increased efficiency . . .	4	—	—	3	—	—	1	—	—	—	—	—	8	16		
8	Such benefits should have no relationship to production costs . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9	No comments . . .	5	3	1	11	1	—	4	3	—	3	2	2	72	107		
TOTAL . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141		

TABLE No. 4-263

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 147 : (a) How should fringe benefits be defined ? (b) What should be their scope and content ? (c) To what extent do such benefits affect Production costs ? (Reply to part (c) only)	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Tend to increase production costs . . .	—	1	—	1	—	—	—	—	—	—	1	2	1	15
2	Such benefits add to labour costs . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
3	Should not affect production costs too much . . . . .	—	2	—	—	1	—	—	3	—	—	—	—	—	2
4	Should not affect production costs . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—
5	It varies from industry to industry . . .	—	1	—	—	—	—	—	—	—	—	—	1	—	2
6	Increase, if any, would be offset by increased efficiency . . . . .	1	10	—	—	2	—	—	1	—	—	—	—	—	1
7	They cost between 20 to 30% of the total wage bill . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	They should have no relationship to production costs . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—
9	No comments . . . . .	—	23	—	20	—	2	1	5	—	5	—	—	—	3
TOTAL . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-264  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments					Enterprises/Undertakings					Employers' Associations				Workers unions					Others		Total		
	State			Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wide)	Large-size	Other unions			Research and Other Institutions	Individuals
	Central	Labour	Others (including Local Bodies)							Central Sphere	State Sphere	Co-operative								Large-size	Medium-size			
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23			
1	2	5	1	30	6	—	4	1	1	—	—	14	1	1	—	2	—	—	2	4	74			
2	1	5	—	6	5	1	1	2	—	—	—	7	4	7	4	11	—	—	1	3	58			
3	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1			
4	—	1	—	4	1	—	1	—	—	—	—	4	—	—	1	—	—	—	—	1	13			
5	1	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	4			
6	—	—	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2			
7	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2			
8	—	1	—	1	1	—	2	—	—	—	1	1	—	—	—	—	—	—	—	—	7			
9	—	—	—	5	1	—	—	—	—	—	—	5	—	—	—	—	—	—	—	—	11			
10	—	—	—	3	—	—	1	—	—	—	—	1	—	—	—	1	—	—	—	—	6			
11	—	—	—	1	1	—	—	—	—	—	—	2	1	—	—	—	—	—	—	—	5			
12	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	9			
13	14	6	22	23	30	2	13	8	1	1	1	44	1	34	10	37	11	14	29	31	332			
13	No comments																							
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

Q. No. 148 : How far can the infringe benefits be a substitute for higher earnings ?

1 Fringe benefits can act and be a substitute for higher money earnings . . . .

2 Fringe benefits will not be a full substitute for higher money earnings . . . .

3 Fringe benefits reduce the tax-burden . . . .

4 Certainly subsidizes the income of the workers in real terms . . . .

5 Depends upon the quality and quantum of fringe benefits . . . .

6 These should form part of the wages . . . .

7 Not to a great extent . . . .

8 It is not desirable . . . .

9 The earnings which a worker obtains on account of fringe benefits may be considered cash earnings and regarded as such substitute for higher earnings . . . .

10 They account for a good proportion in the totality of money earnings . . . .

11 They cannot be a real substitute for higher money earnings . . . .

12 Vary from industry to industry and be taken into account while fixing minimum wages . . . .

13 No comments . . . .

TABLE No. 2-264

REPLIES TO THE QUESTIONNAIRE--INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 148 : How far can the fringe benefits be a substitute for higher money earnings ?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Product	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Fringe benefits can act and be a substitute for higher money earnings . . . . .	—	5	—	2	2	2	2	5	1	1	—	3	1	3	2	—	27	56
2	Fringe benefits will not be a full substitute for higher money earnings . . . . .	1	1	4	3	—	—	—	1	—	—	1	—	—	1	—	1	9	22
3	Certainly subsidizes the workers' income in real terms . . . . .	2	—	—	—	—	—	1	1	—	—	—	—	—	2	—	1	3	10
4	Depends upon the quality and quantum of fringe benefits . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	These should form part of the wages . . . . .	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	2
6	Not to a great extent . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	It is not desirable ! . . . . .	—	—	1	—	—	—	—	—	2	—	—	1	—	—	—	—	2	6
8	The savings which a worker obtains on account of fringe benefits may be considered as cash earnings and regarded as substitute for higher earnings . . . . .	—	—	—	2	—	—	—	2	—	—	—	1	—	—	—	—	6	11
9	They account for a good proportion in the totality of money earnings . . . . .	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	1	2	5
10	They cannot be a real substitute for higher money earnings . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2	4
11	Vary from industry to industry and be taken into account while fixing minimum wages . . . . .	—	—	—	2	—	—	—	1	—	1	—	—	—	—	—	—	3	7
12	No comments . . . . .	3	2	4	11	3	1	2	8	2	1	—	7	1	—	5	—	73	123
	TOTAL . . . . .	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-264  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 148 :How far can the fringe benefits be a substitute for higher money earnings ?	Industry-Wise Distribution of Respondents														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering Including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Fringe benefits can act and be a substitute for higher money earnings . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	3	4	
2	Fringe benefits will not be a full substitute for higher money earnings . . . . .	5	—	—	4	—	1	2	—	1	—	1	1	11	26	
3	Certainly subsidizes the income of the workers in real terms . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
4	Depends upon the quality and quantity of such benefits . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
5	They account for a good proportion in the totality of money earnings . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
6	They cannot be a real substitute for higher money earnings . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
7	No comments . . . . .	5	4	2	10	1	—	3	3	—	3	1	2	73	107	
Total . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4-264

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 148 : How far can the fringe benefits be a substitute for higher money earnings ?	Central Trade Unions							Employers Associations						
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Fringe benefits can act and be a substitute for higher money earnings . . . . .	—	1	—	1	1	—	—	—	—	—	—	—	—	10
2	They will not be a full substitute for higher money earnings . . . . .	1	15	—	2	1	—	—	3	—	—	—	—	—	1
3	Certainly subsidizes the income of the workers in real terms . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	2
4	Depends upon the quality and quantum of fringe benefits . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	It is not desirable. . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	1
6	The savings which a worker obtains on account of fringe benefits may be considered as cash earnings and regarded as substitute for higher earnings . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	3
7	They account for a good proportion in the totality of money earnings . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
8	They cannot be a real substitute for higher money earnings . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—
9	Vary from industry to industry and be taken into account while fixing minimum wages . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10	No comments . . . . .	—	22	—	19	—	2	1	6	1	5	1	1	—	5
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-265

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 149 : Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations mentioned in the report of the Committee on Fair Wages, viz., degree of skill, strain of work, length of work, training requirement, responsibility undertaken, mental and physical strain, disagreeableness of the task, hazards of work and fatigue ?	Government Departments					Enterprises/Undertakings					Employers Associations					Workers unions					Others		Total
		State					Private					Other Associations					Other unions					Research and Other Institutions	Individuals	
		Central	Labour	Others (including Local Bodies)	Central Sphare	State Sphare	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	Yes	2	4	3	32	10	2	5	1	—	—	—	18	—	—	1	1	—	—	—	—	79		
2	No	1	4	1	5	3	1	3	2	—	1	—	5	5	15	4	15	—	1	2	5	73		
3	To some extent	—	3	1	1	2	—	—	—	—	—	—	10	1	—	—	2	—	1	1	—	21		
4	No., wages at present have not been fixed on a scientific study of various jobs in most cases	—	1	—	13	—	—	2	—	—	1	1	5	—	2	1	3	—	—	1	—	30		
5	The Govt. should not concern itself	—	—	—	1	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	3		
6	Yes, through sound job valuation programme	—	—	—	1	—	—	1	—	—	—	1	2	—	—	—	—	—	—	—	—	5		
7	Yes, in relatively bigger units	—	3	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	5		
8	Job evaluation has been done only in certain industries	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	2	4		
9	The wage differentials are more mathematical than scientific	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1		
10	They are as a result of the awards of court in our industry	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
11	They are fixed by agreements in our industry	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
12	No comments	15	6	17	21	29	1	11	7	2	—	—	42	—	25	9	30	11	13	28	33	300		
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

TABLE No. 2-265

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number		Q. No. 149: Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations mentioned in the report of the Committee on Fair Wages, viz., degree of skill, strain of work, length of work, training requirement, responsibility undertaken, mental and physical strain, disagreeableness of the task, hazards of work and fatigue?																				
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Total
1	Yes	1		1	5	3	6	2	1	2	11	3	1	1	4	—	4	2	—	—	22	68
2	No	—		—	—	1	2	1	1	2	2	1	1	—	—	1	—	1	1	6	20	
3	To some extent	2	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	9	13	
4	No; wages at present have not been fixed on a scientific study of various jobs in most cases	—	—	—	—	—	3	—	—	—	1	—	—	—	—	—	2	—	—	16	22	
5	The Government should not concern itself beyond the minimum wage	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	3	
6	Yes, through sound job evaluation programme	—	—	—	—	—	1	—	—	—	—	1	—	—	—	1	—	—	—	1	1	
7	Yes, in relatively bigger units	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
8	Job evaluation has been done only in certain industries	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	
9	They are as a result of the awards of court in our industry	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10	In our organisation, they are fixed by agreements	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
11	No comments	4	3	6	9	2	1	1	—	1	4	1	1	—	8	—	—	4	1	68	113	
Total		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248			

TABLE No 3-265  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS—(UNIONS)

Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
Q. No. 149 : Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations mentioned in the report of the Committee on Fair Wages, viz., degree of skill, strain of work, length of work, training requirement, responsibility undertaken, mental and physical strain, disagreeableness of the task, hazards of work and fatigue ?																
1 Yes			—	—	—	—	—	—	1	—	—	1	—	—	—	2
2 No			4	—	—	8	—	1	1	1	1	—	1	—	23	40
3 To some extent			2	—	—	—	—	—	—	—	—	—	1	—	1	4
4 No, wages at present have not been fixed on a scientific study of various jobs in most cases			1	—	—	—	—	—	—	—	—	—	—	1	4	6
5 The wage differentials are more mathematical than scientific			—	—	—	—	—	—	—	—	—	—	—	—	1	1
6 No comments			5	4	2	7	1	—	3	2	—	2	1	2	59	88
TOTAL			12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-265  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS UNION/ASSOCIATION-WISE

Serial Number		Central Trade Unions								Employers Associations						
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Yes . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	3
2	No . . . . .	1	16	—	9	2	1	1	3	—	—	—	—	1	—	5
3	To some extent . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2
4	No; wages at present have not been fixed on a scientific study of various jobs in most cases . . . . .	—	1	—	—	—	—	—	1	1	—	1	2	—	—	3
5	Yes, through sound job evaluation programme . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—
6	Job evaluation has been done only in certain industries . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	The wage differentials are more mathematical than scientific . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—
8	No comments . . . . .	—	19	—	13	—	1	—	5	—	5	—	—	—	—	7
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	—	26

Q. No. 149 : Do the existing wage differentials in the plants within your knowledge appropriately reflect the considerations mentioned in the report of the Committee on Fair Wages, viz., degree of skill, strain of work, length of work, training requirement, responsibility undertaken, mental and physical strain, disagreeableness of the task, hazards of work and fatigue?

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 150 :	Enterprises/Undertakings																							Workers unions					Others			
		Government Departments					Employers Associations					Private					Other unions					Research and Other Institutions		Individuals	Total								
		State					Central Sphere					Co-operative					Large-size					Medium-size					Small-size						
		Central	Labour	Other (including Local Bodies)	Central Sphere	State Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions												
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23											
1	Existing system allows to increase the wage differentials in identical jobs in different industries . . . . .	—	1	—	4	—	—	—	—	—	—	—	1	2	—	1	—	—	—	—	1	—	10										
2	It has not created very significant effect . . . . .	—	1	2	1	2	—	4	—	—	—	1	7	—	1	2	1	—	—	—	1	2	25										
3	Existing system has affected wage differentials to some extent since there is no rationalisation of D.A. paid . . . . .	—	1	—	6	—	—	2	—	—	—	—	1	1	1	—	2	—	—	—	—	—	14										
4	There is no system of D.A. in our industry . . . . .	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	162										
5	We follow the Government practice . . . . .	—	—	—	14	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—										
6	It has narrowed down the wage differentials . . . . .	—	6	1	10	2	—	2	—	—	—	—	9	1	1	—	2	—	—	—	1	—	35										
7	There is a variation in D.A. from region to region and from industry to industry . . . . .	—	—	—	2	—	—	—	—	1	—	—	3	—	1	—	1	—	—	—	—	1	9										
8	Existing D.A. has no relation to wage differentials . . . . .	—	1	—	1	—	—	3	—	—	—	—	2	—	—	1	1	—	—	1	1	11											
9	Wage differentials are justified since they depend upon region and occupation . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1											
10	There has been a satisfactory effect in our unit . . . . .	—	—	—	—	2	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	4											
11	Existing system is responsible for upsetting wage differentials . . . . .	—	2	—	6	4	—	—	1	—	2	1	8	3	5	2	8	—	1	—	1	44											
12	It depends upon the extent of neutralisation . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2											
13	We follow the government practice which is responsible for upsetting wage differentials . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2											
14	No comments . . . . .	17	7	20	28	33	3	13	10	1	—	—	52	—	33	9	34	11	14	29	35	349											
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524											

TABLE No. 2-266

## REFLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 150 : (a) What has been the effect of the existing systems of dearness allowance on wage differentials ?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Existing system allows to increase the wage differentials in identical jobs in different industries . . . . .	—	1	—	—	—	—	—	1	1	—	—	—	—	1	—	—	1	5
2	It has not created very significant effect	—	2	—	4	—	—	1	1	—	—	—	—	—	—	3	—	4	15
3	Existing system has affected wage differentials to some extent since there is no rationalisation of D.A. paid	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	1	6	9
4	There is no system of D.A. in our industry	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	We follow the Government practice	—	—	—	—	—	—	—	2	—	1	—	1	1	1	1	—	—	16
6	It has narrowed down the wage differentials . . . . .	—	1	—	3	2	—	2	4	—	—	—	—	—	—	—	—	6	23
7	There is a variation in D.A. from region to region and from industry to industry	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	4	6
8	Existing D.A. has no relation to wage differentials . . . . .	—	—	—	1	—	1	—	—	1	—	—	—	—	1	—	—	2	6
9	Wage differentials are justified, since they depend upon region and occupation	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
10	There has been a satisfactory effect in our concern . . . . .	—	—	1	1	—	1	—	—	—	—	—	—	—	—	—	—	—	3
11	Existing system is responsible for upsetting wage differentials . . . . .	1	—	1	1	—	—	1	2	1	1	—	1	—	1	—	—	12	22
12	We follow the Government practice which is responsible for upsetting wage differentials . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
13	No comments . . . . .	5	5	8	12	3	1	1	5	2	1	—	9	—	2	4	2	80	140
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-266

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Q. No. 150:																
(a) What has been the effect of the existing systems of dearness allowance on wage differentials ?																
Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total		
1 Existing system allows to increase the wage differentials in identical jobs in different industries	—	—	—	—	—	1	—	—	—	—	—	—	2	3		
2 It has not created very significant effect	—	—	—	—	—	—	1	—	—	1	—	1	1	4		
3 Existing system has affected wage differentials to some extent since there is no rationalisation of D.A. paid	2	—	—	—	—	—	—	—	—	—	—	—	2	4		
4 It has narrowed down the wage differentials	—	—	—	1	—	—	1	—	—	—	1	—	1	—		
5 There is a variation in D.A. from region to region and from industry to industry	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
6 Existing D.A. has no relation to wage differentials	—	—	—	1	—	—	—	—	—	—	—	—	1	2		
7 There has been a satisfactory effect in our unit	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
8 Existing system is responsible for upsetting wage differentials	2	—	—	3	—	—	1	1	1	—	1	1	9	19		
9 It depends upon the extent of neutralisation	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
10 No comments	8	4	2	10	1	—	2	2	—	2	1	1	68	101		
TOTAL	12	4	2	15	1	1	5	3	1	3	3	3	88	141		

TABLE No. 4-266

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 150 :	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Existing system allows to increase the wage differentials in identical jobs in different industries . . . . .	—	1	—	—	2	—	—	—	—	—	—	1	—	2
2	It has not created very significant effect . . . . .	—	2	—	1	—	—	—	—	—	—	—	1	—	4
3	Existing system has affected wage differentials to some extent since there is no rationalisation of D.A. paid . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	1
4	There is no system of D.A. in our industry . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	It has narrowed down the wage differentials . . . . .	—	1	—	—	—	—	—	2	—	—	—	—	—	2
6	There is a variation in D.A. from region to region and from industry to industry . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	2
7	Existing D.A. has no relation to wage differentials . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
8	Existing system is responsible for upsetting wage differentials . . . . .	1	10	—	1	1	—	1	—	1	—	1	1	1	3
9	It depends upon the extent of neutralisation . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
10	No comments . . . . .	—	22	—	19	—	1	—	7	—	5	—	—	—	9
	TOTAL . . . . .	1	33	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-267

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No. 150 :	Government Departments										Enterprises/Undertakings					Employers Associations					Workers unions					Others		Total										
		State					Private					Central Sphere					Co-operative					Large-size					Medium-size					Small-size					Research and Other Institutions	Individuals	
		Central	Labour	Others including Local Bodies	Central Sphere	State Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Union	State/Regional Branches	All-India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals																	
																							3	4	5	6	7	8		9	10	11	12	13	14	15			16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																	
1	By introducing uniform system for payment of D.A. by suitable legislation.	—	—	—	2	1	—	1	—	—	—	—	2	—	—	—	2	—	1	—	—	10																	
2	Wage structure should be based on results of job evaluation and analysis.	—	3	—	2	2	—	3	—	—	1	—	6	—	2	—	2	—	—	—	2	23																	
3	Wages of different categories should be linked to a consumer price index below which prices are not likely to fall and the rise to be absorbed by a separate component.	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	2																	
4	Slab system should be introduced by giving D.A. on a percentage relationship to basic wages.	—	—	—	12	2	—	—	—	—	—	—	3	—	1	—	2	—	—	—	—	22																	
5	D.A. as a separate component should be abolished.	—	—	—	1	1	—	1	—	1	—	—	—	1	—	—	2	—	—	—	—	7																	
6	By adopting different range of neutralisations.	—	2	—	1	1	—	1	—	—	—	1	—	—	—	—	1	—	—	—	—	7																	
7	By linking D.A. to cost of living index.	—	1	—	4	—	—	1	1	—	—	—	1	—	—	—	—	—	—	—	—	8																	
8	By gradually eliminating the wage differentials.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	2	1	—	—	—	—	4																	
9	By adopting a national policy of basic consumer goods.	—	1	—	3	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	6																	
10	Nothing is necessary.	—	—	1	2	1	1	1	—	—	—	—	5	—	—	—	—	—	—	2	—	13																	
11	By maintaining the real wages.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2																	
12	By having different rates of D.A. for various categories.	—	—	—	—	1	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	3																	
13	By fixing a ceiling on increase in D.A. beyond certain point.	—	—	—	1	—	—	1	—	—	—	—	2	—	—	—	1	—	—	—	—	5																	
14	Present system is considered rational.	—	—	—	1	1	—	2	—	—	—	—	—	—	—	—	—	—	—	1	—	5																	
15	By revising the present system.	—	1	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	3																	

TABLE No. 1-267—(Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
16	By merging a portion of dearness allowance with basic wage	—	—	—	3	—	—	—	—	—	—	—	5	2	3	4	3	—	—	—	—	20
17	The rate of D.A. should progressively decline as the rate of wages increases	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18	Price rise neutralisation should be on the basis upto at least Rs. 200 per month	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
19	By providing basic necessities at subsidised rates	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20	There should be a uniformity in payment of D.A. in Government and private industries	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	2	5
21	Wage structure should be based on results of job evaluation and analysis and D.A. as a separate component should be abolished	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	Wage structure should be based on results of job evaluation and a ceiling be fixed on increase in D.A. beyond a certain point	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	2
23	By linking D.A. to cost of living index and merging portion of D.A. with basic wage	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
24	Should be rationalised on the basis of suggestions of Committee on Fair Wages	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
25	By achieving price stability	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
26	A small increment should be given for every year or once in two years in addition to wage differentials	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
27	Wages should be so rationalised as to eliminate the payment of separate D.A.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
28	Wage differentials should be maintained in the total wages	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2
29	By reviewing the situation once in 3 or 5 years or revising wage structure every 4 or 5 years	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
30	All-India Price Index should be taken to rationalise D.A.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
31	By framing piece rates for piece-rated occupations	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
32	It is left to the Government	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
33	No comments	18	8	21	35	33	3	12	9	1	1	1	56	1	32	9	34	11	14	28	34	361
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	93	40	524

TABLE No. 2-267

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Q. No. 150 :	Serial Number	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
(a) What has been the effect of the existing systems of dearness allowance on wage differentials ?																				
(b) What steps would you suggest to rationalise present arrangements ?																				
[Reply to part (b) only]																				
1 By introducing a uniform system for payment of D.A. by suitable legislation								1								2			3	6
2 Wage structure should be based on results of job evaluation and analysis				1		2				2	1	1	1		1				6	14
3 Slab system should be introduced by giving a percentage relationship to basic wages						1				1	2			1					12	17
4 D.A. as a separate component should be abolished				1		1	1												1	4
5 By adopting different range of neutralisation			1											1			1		2	4
6 By linking D.A. to cost of living index						2			2	1						2				7
7 By gradually eliminating the wage differentials										1										1
8 By adopting a national price policy of the basic consumer goods																			4	5
9 Nothing is necessary					1	1	2			2								1	3	10
10 By having different rates of D.A. for various categories																			2	2
11 By fixing a ceiling on increase in D.A. beyond a certain point			1		2															4
12 Present system is considered rational									1	1			1				1			4
13 By revising the present system																				1
14 By merging a portion of D.A. with basic wage						2				1		1			1				3	8
15 By providing basic necessities at subsidised rates																				
16 There should be a uniformity in payment of D.A. in Government and private industries																			1	1

Q. No. 150 :

(a) What has been the effect of the existing systems of dearness allowance on wage differentials ?

(b) What steps would you suggest to rationalise present arrangements ?

[Reply to part (b) only]

1 By introducing a uniform system for payment of D.A. by suitable legislation

2 Wage structure should be based on results of job evaluation and analysis .

3 Slab system should be introduced by giving a percentage relationship to basic wages . . . . .

4 D.A. as a separate component should be abolished . . . . .

5 By adopting different range of neutralisation . . . . .

6 By linking D.A. to cost of living index .

7 By gradually eliminating the wage differentials . . . . .

8 By adopting a national price policy of the basic consumer goods . . . . .

9 Nothing is necessary . . . . .

10 By having different rates of D.A. for various categories . . . . .

11 By fixing a ceiling on increase in D.A. beyond a certain point . . . . .

12 Present system is considered rational .

13 By revising the present system . . . . .

14 By merging a portion of D.A. with basic wage . . . . .

15 By providing basic necessities at subsidised rates . . . . .

16 There should be a uniformity in payment of D.A. in Government and private industries . . . . .

TABLE No. 2-267—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	Wage structure should be based on results of job evaluation and a ceiling be fixed on increase in D.A. beyond a certain point . . . . .	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	2
18	Wages should be so rationalised as to eliminate the payment of separate D.A. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	Wage differentials should be maintained in the total wages . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
20	By reviewing the situation once in 3 or 5 years . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
21	All-India price index should be taken to rationalise D.A. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
22	By framing piece-rates for piece-rated occupations . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
23	It is left to the Government . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
24	No comments . . . . .	6	6	7	12	2	2	1	8	3	1	—	9	—	1	5	2	86	151
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-267  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 150 : (a) What has been the effect of the existing systems of dearness allowance on wage differentials ? (b) What steps would you suggest to rationalise present arrangements ? [Reply to part (b) only]	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total		
1	By introducing a uniform system for payment of D.A. by suitable legislation	2	—	—	—	—	—	—	—	—	—	—	1	—	3		
2	Wage structure should be based on results of job evaluation and analysis	—	—	—	1	—	—	—	—	—	—	—	—	3	4		
3	Wages of different categories should be linked to a consumer price index below which prices are not likely to fall and the rise to be absorbed by a separate components	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
4	State system should be introduced by giving D.A. on a percentage relationship to basic wages	—	—	—	1	—	—	—	—	—	—	—	1	1	3		
5	D.A. as a separate component should be abolished	—	—	—	1	—	—	1	—	—	—	—	—	1	3		
6	By adopting different range of neutralisation	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
7	By gradually eliminating the wage differentials	—	—	—	—	—	—	1	—	—	—	1	—	1	3		
8	By maintaining the real wages	1	—	—	—	—	—	—	—	—	—	—	—	—	1		
9	By having different rates of D.A. for various categories	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
10	By fixing a ceiling on increase in D.A. beyond a certain point	1	—	—	—	—	—	—	—	—	—	—	—	—	1		
11	By revising the present system	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
12	By merging a portion of D.A. with basic wage	2	—	—	1	—	1	—	—	—	1	—	—	6	12		
13	Price rise neutralisation should be on the basis upto at least Rs. 200 per month	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
14	There should be a uniformity in payment of D.A. in Govt. and private industries	—	—	—	—	—	—	—	—	—	—	—	—	1	1		

TABLE No. 3-261—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
15	By linking D.A. to cost of living index and by merging a portion of D.A. with basic wage	—	—	—	—	—	—	—	—	—	—	—	—	1	1
	It should be rationalised on the basis of suggestions of the Committee on fair Wages	—	—	—	—	—	—	—	—	—	—	—	—	2	2
17	A small increment should be given for every year or once in two years in addition to wage differentials	—	—	—	1	—	—	—	—	—	—	—	—	—	1
18	No comments	6	4	2	10	1	—	2	3	1	2	2	1	67	101
	Total	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-267

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 150 :	Central Trade Unions								Employers Associations					
		3	4	5	6	7	8	9	10	11	12	13	14	15	16
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	—	1	—	—	—	—	—	—	—	—	—	1	—	2
1	By introducing uniform system for payment of D.A. by suitable legislation .	—	—	—	—	—	—	—	—	—	—	—	—	—	—
2	Wage structure should be based on the results of job evaluation and analysis .	—	—	—	1	—	—	—	1	—	—	—	—	1	3
3	Slab system should be introduced by giving D.A. on percentage relationship to basic wages . . . . .	—	3	—	—	—	—	—	—	—	—	—	—	—	2
4	D.A. as a separate component should be abolished . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1
5	By adopting different range of neutralisation . . . . .	—	1	—	—	—	—	—	—	—	—	—	1	—	1
6	By linking D.A. to cost of living index . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	By gradually eliminating the wage differentials . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
8	Nothing is necessary . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	3
9	By maintaining the real wages . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
10	By having different rates of D.A. for various categories . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—
11	By fixing ceiling on increase in D.A. beyond a certain point . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12	By revising the present system . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—
13	By merging a portion of D.A. with basic wage . . . . .	1	8	—	—	—	—	—	—	—	—	—	—	—	1
14	Price rise neutralisation should be on the basis upto at least Rs. 200 per month . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—

TABLE No. 4-267—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
15	There should be a uniformity in payment of D.A. in Government and private industries . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—
16	By linking D.A. to cost of living index and by merging a portion of D.A. with basic wage . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
17	It should be rationalised on the basis of suggestion of the Committee on Fair Wages . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—
18	By framing piece-rates for piece-rated occupations . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	No comments . . . . .	—	21	—	21	—	1	—	6	—	5	1	1	—	10
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-268

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number		Government Departments										Enterprises/Undertakings				Employers' Associations				Workers' Unions					Others		Total
		State					Private					Central Organisations				Other Associations/ Organisations				Other Unions					Research and Other Institutions	Individuals	
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All-India Unions (Industry-wide)	Large-size	Medium-size	Small-size								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23					
1	Statutory Wage Fixation . . . . .	—	1	1	4	5	—	—	—	—	—	—	1	—	1	—	1	—	—	—	1	—	15				
2	Wage Boards . . . . .	—	4	1	18	6	2	4	—	—	—	—	9	3	3	—	5	—	—	—	2	3	60				
3	Collective Bargaining . . . . .	—	1	—	13	5	1	5	1	1	—	1	12	1	3	3	8	—	2	1	3	61					
4	Collective bargaining in established industries and a tribunal for industries of national importance . . . . .	—	1	—	1	—	—	1	—	—	—	—	2	1	3	2	3	—	—	—	—	14					
5	In organised sector, collective bargaining, failing which wage boards; in unorganised sector, statutory wage fixation . . . . .	1	4	—	5	1	—	1	—	—	—	—	1	1	1	—	1	—	—	—	4	20					
6	Constitution of an independent board without employers and employees being members but a person with industrial experience as Chairman . . . . .	—	—	—	10	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	12					
7	Existing arrangements should continue . . . . .	—	2	1	3	2	—	—	—	—	—	—	1	—	—	1	—	—	—	3	—	13					
8	There must be only one system . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1					
9	Any such method/methods depending upon the circumstances . . . . .	1	5	1	5	5	—	2	3	—	1	1	20	1	3	2	3	1	1	1	5	61					
10	Are fixed by the Government in consultation with Finance Deptt. . . . .	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2					
11	Statutory fixation in public sector and wage boards in private . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1					
12	No comments . . . . .	16	3	18	15	19	1	10	7	1	1	—	37	—	28	7	30	10	11	25	25	264					
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524					

Q. No. 151(a) :  
As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through collective bargaining, fixation through Wage Boards and wage fixation resulting from adjudication, etc. which method or methods would be more suitable for adoption in future ?

TABLE No. 2-268

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 151(a) : As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through collective bargaining, fixation through Wage Boards and wage fixation resulting from adjudication, etc., which method or methods could be more suitable for adoption in future ?	Industry-wise Distribution of Respondents (Employers)																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering, including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	Statutory Wage Fixation . . . . .	—	—	—	—	1	1	—	2	1	—	—	2	—	—	—	1	2	10		
2	Wage Boards . . . . .	2	5	2	2	—	1	—	3	—	—	—	3	—	1	2	2	16	39		
3	Collective bargaining . . . . .	—	1	2	4	2	—	—	4	2	2	—	2	1	3	—	—	16	39		
4	Collective bargaining in established industries and a tribunal for industries of national importance . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	2	4		
5	In organised sector, collective bargaining failing which wage boards; in unorganised sector statutory wage fixation . . . . .	—	1	—	—	—	—	1	—	1	—	—	—	1	1	—	—	3	8		
6	Constitution of an independent Board without employers and employees being member but a person with industrial experience as Chairman . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	11	11		
7	Existing arrangements should continue . . . . .	—	—	—	—	—	—	—	—	—	—	1	1	—	—	1	—	3	6		
8	There must only be one system . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1		
9	Any such method/methods depending upon the circumstances . . . . .	1	1	—	8	—	—	3	4	—	—	—	—	—	—	2	—	18	37		
10	Are fixed by the Government in consultation with Finance Department . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2		
11	No comments . . . . .	4	1	6	8	2	1	1	4	1	1	—	4	—	1	2	—	55	91		
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3-268  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 151 : (a) As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through collective bargaining, fixation through Wage Boards, & wage fixation etc. resulting from adjudication, which method or methods would be more suitable for adoption in future ?	Mining including Coal Mining														Total
		All Plantations	3	4	5	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others
1																
1	Statutory wage fixation . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2	Through Wage Boards . . . . .	—	—	—	—	3	—	—	—	—	—	—	—	1	—	2
3	Collective bargaining . . . . .	5	—	—	—	2	—	—	2	1	—	—	—	1	1	6
4	By collective bargaining in established industries and arbitration . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	6
5	Constitution of an independent Board, without employers and employees being members but persons with industrial experience as Chairman . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
6	Existing managements should continue . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
7	No single method can be prescribed; all the various methods must complement one another depending upon circumstances . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
8	The order of preference should be through collective bargaining, adjudication, wage boards, etc. . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	3
9	Collective bargaining/statutory fixation where wages are too low or occupations are important . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10	Through wage boards, collective bargaining and adjudication . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2
11	Through wage boards and collective bargaining . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12	Statutory fixation where wages are too low or occupations are important. Otherwise according to order of preference through collective bargaining, adjudication and wage boards etc. . . . .	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—
13	Statutory fixation where wages are too low or occupations are important. National Tribunal for industries of National importance/collective bargaining in all established industries . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
		2	—	—	—	1	—	—	—	—	—	—	—	—	4	7

TABLE No. 3.268—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
14	All the methods depending upon circumstances can be prescribed, the order of preferences being collective bargaining, adjudication and wage boards . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
15	Collective bargaining in all established industries; through experts drawn from labour and management . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	1
16	Statutory wage fixation and wage boards . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	Statutory wage fixation and collective bargaining . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
18	No comments . . .	4	4	2	8	1	—	2	2	—	1	1	1	60	86
TOTAL . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-268  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	2	Central Trade Unions										Employers Associations			
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Statutory Wage fixation . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—
2	Through Wage Boards . . . . .	—	2	—	2	2	—	—	—	—	—	—	—	—	8
3	Collective Bargaining . . . . .	—	4	—	2	—	—	1	2	—	—	—	1	—	6
4	By collective bargaining in established industries and by arbitration in others . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
5	No single method can be prescribed. All the various methods must complement one another depending upon the circumstances . . . . .	—	—	—	—	1	1	—	—	—	—	—	—	—	3
6	The order of preference should be through collective bargaining, adjudication and Wage Boards etc. . . . .	—	—	—	—	—	—	—	—	1	—	1	1	—	3
7	Combination of various factors . . . . .	1	10	—	1	—	—	—	2	—	—	—	1	—	2
8	No comments . . . . .	—	20	—	16	—	1	—	5	—	5	—	—	1	4
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

## Q. No. 151 :

(a) As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through collective bargaining, fixation through Wage Boards, and wage fixation resulting from adjudication, etc. which method or methods would be more suitable for adoption in future?

TABLE No. 1-269

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No. 151 :	Enterprises/Undertakings																			Employers Associations				Workers Unions				Others			Total																	
		Government Departments						Private						Central Organisations							State/Regional Branches		Other Trade Unions		State/Regional Branches		All India Unions (Industry-wise)		Large-size		Medium-size		Small-size		Research and Other Institutions		Others												
		State						Central Sphere						Co-operative		Large-size		Medium-size		Small-size		Central Organisations							State/Regional Branches		Other Associations/		Central Trade Unions		State/Regional Branches		All India Unions (Industry-wise)		Large-size		Medium-size		Small-size		Research and Other Institutions		Others		
		Central	Labour	Other (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Others	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions		Others																
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																											
1	In organised sectors through "collective bargaining failing which wage boards and in unorganised sector through statutory provision . . . . .	2	4	—	6	1	—	2	—	—	—	—	5	2	6	2	3	—	—	—	—	7	40																										
2	Wage Boards for all sectors . . . . .	—	2	1	5	4	1	1	—	—	—	—	3	1	—	—	3	—	—	—	1	1	23																										
3	No separate arrangement is required for different sectors ; legislation is needed for all . . . . .	—	1	1	2	1	1	2	1	—	—	—	5	2	—	—	1	—	—	—	—	—	17																										
4	Wage boards and adjudication should be avoided in small scale industries . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1																										
5	Collective bargaining for all sectors . . . . .	—	1	—	2	—	—	4	1	—	—	—	2	1	3	1	4	—	1	1	1	3	24																										
6	By statute in sweated industries and where wages are low or unionisation is poor . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																										
7	Adjudication in small-scale industries and where wages are already high and collective bargaining or wage boards in established industries . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																										
8	A Tribunal for establishments operating in more than one State . . . . .	—	—	—	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3																										
9	Statutory wage fixation commensurate with productivity and price index of Government organisations . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	2																										
10	Depending upon circumstances any one of the arrangements may be made for different sectors . . . . .	—	3	—	2	2	—	—	—	—	—	—	7	1	1	—	1	—	—	—	—	1	18																										

TABLE No. 1·269—(cont'd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
11	Wages should be fixed on unit basis through collective bargaining . . . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
12	Provision for minimum and maximum wage state-wise for every industry in public sector is more essential . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2
13	Wage boards for agricultural labour . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
14	No comments . . . . .	16	8	21	51	36	2	15	9	2	2	2	60	—	31	12	38	11	14	29	28	387
Total . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524



TABLE No. 3:269

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 151 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	In organised sectors through collective bargaining failing which wage boards and in unorganised sectors statutory provision . . . . .	2	—	—	2	—	—	1	—	—	—	—	—	8	13
2	Wage boards for all sectors . . . . .	—	—	—	1	—	—	—	—	—	—	1	1	1	4
3	No separate arrangement is required for different sectors; legislation is needed for all . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	2	3
4	Collective bargaining for all sectors . . . . .	1	—	—	2	—	—	1	—	—	—	—	1	5	10
5	Statutory wage fixation commensurate with productivity and price index of Govt. Organisations . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	Depending upon the circumstances, any of the arrangements may be made for different sectors . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	3	3
7	Provision for minimum and maximum wage State-wise for every industry in public sector is more essential . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
8	No comments . . . . .	8	4	2	9	1	1	3	3	1	3	2	1	68	106
	TOTAL . . . . .	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-263  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Q. No. 151 :	Central Trade Unions										Employers Associations					
	(a) As between different methods of wage fixation obtaining at present, namely, statutory wage fixation, wage fixation through collective bargaining, fixation through wage boards, and wage fixation resulting from adjudication, etc., which method or methods would be more suitable for adoption in future?	(b) If one or the other arrangement is needed for different sectors, indicate sector-wise the arrangement needed. [Reply to part (b) only]	I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
Serial Number	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	In organised sectors through collective bargaining failing which wage board and in unorganised sectors through statutory provision . . . . .		1	8	—	1	1	—	—	2	—	—	—	1	—	1
2	Wage boards for all sectors . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	—	3
3	No separate arrangement is required for different sectors; legislation is needed for all . . . . .		—	1	—	—	1	—	—	—	—	—	—	—	—	1
4	Collective bargaining for all sectors . . . . .		—	2	—	2	—	—	1	—	—	—	—	—	—	1
5	Statutory wage fixation commensurate with productivity and price index of Government organisations . . . . .		—	—	—	1	—	—	—	—	—	—	—	—	—	—
6	Depending upon the circumstances, any of the arrangements may be made for different sectors . . . . .		—	1	—	—	—	1	—	—	—	—	—	—	—	3
7	Wage should be fixed on unit basis through collective bargaining . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	Provision for minimum and maximum wage statewide for every industry in public sector is more essential . . . . .		—	—	—	1	—	—	—	—	—	—	—	—	—	—
9	No comments . . . . .		—	26	—	17	—	1	—	7	—	5	1	2	1	16
Total . . . . .			1	38	—	22	3	2	1	9	1	5	1	3		26

TABLE No. 1-270

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 152 (a) : In collective bargaining for wage fixation, should the principal emphasis be laid on national agreement?	Government Departments					Enterprises/Undertakings					Employers Associations					Workers Unions					Others																																												
		State					Private					Central Organisations					State/Regional Branches					Other Associations/Organisations					Central Trade Unions					State/Regional Branches					All India Unions (Industry-wise)					Large-size					Medium-size					Small-size					Research and Other Institutions					Individuals				
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Other Unions	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals																																			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																																												
1	Yes . . . . .	—	3	2	10	3	1	1	—	—	—	—	1	1	3	2	5	—	—	—	1	4	37																																											
2	No. . . . .	—	2	—	5	3	—	4	2	1	—	—	12	—	4	—	2	—	1	2	2	40																																												
3	Not in all cases . . . . .	—	2	—	2	1	1	—	—	—	—	—	—	2	3	1	2	—	—	—	1	15																																												
4	No, real needs are to be satisfied first . . . . .	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3																																												
5	No, the emphasis should be on industry-cum-region or locality-cum-industry basis . . . . .	—	4	1	17	4	—	3	1	—	—	1	9	2	2	1	5	—	1	1	2	54																																												
6	Marginal adjustment, according to circumstances, must be made . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																																												
7	Though it is very much desirable, its feasibility at the present juncture is doubtful . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	1	5																																												
8	Only in case of National or All India industries like LIC, Banking etc. . . . .	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2																																												
9	We do not feel collective bargaining would help wage fixation . . . . .	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2																																												
10	Yes, but local needs should also be taken into consideration . . . . .	—	1	—	2	3	—	1	—	—	—	—	3	—	—	1	—	—	—	—	—	11																																												
11	No, it should be laid on agreements between the parties engaged in collective bargaining . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—	2																																												
12	No, fixation of wages should be left to be decided at the plant level . . . . .	—	—	—	2	—	—	1	—	—	1	1	—	—	—	—	—	—	—	—	—	5																																												
13	Collective bargaining is not applicable in our case . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																																												

TABLE No. 1-270—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14	Yes, parties to the dispute should be the representatives of interests involved . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15	Yes, if trade union movement is organised on national level . . .	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3
16	Depends upon what attitude society takes to industry-wise bargaining . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	2
17	The Report of the Fair Wages Committee be made the basis for wage fixation at all levels . . .	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	2
18	Not in all cases; the emphasis should be laid on industry-cum-region basis or locality-cum-industry basis . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
19	No comments . . .	18	7	20	29	29	2	13	8	1	1	—	53	—	30	9	35	11	13	28	30	337
TOTAL . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-270

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 152(a) : In collective bargaining for wage fixation should the principal emphasis be laid on national agreements?	Industry-wise Distribution of Respondents (Employers)																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	Yes . . . . .	—	—	1	1	—	—	1	3	2	—	—	2	—	2	—	—	4	16		
2	No . . . . .	—	2	—	4	2	1	1	3	—	—	—	—	1	1	—	—	12	27		
3	Not in all cases . . . . .	—	—	1	—	—	—	—	1	—	1	—	1	—	—	—	—	—	4		
4	No, real needs are to be satisfied first . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
5	No, the emphasis should be on industry-cum-region basis or locality-cum-industry basis . . . . .	—	3	—	3	—	—	—	2	1	—	—	2	1	2	2	1	18	35		
6	Though it is very much desirable, its feasibility at the present juncture is doubtful . . . . .	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	2		
7	Only in case of National or All India industries like L.I.C., Banking etc. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
8	We do not feel collective bargaining would help wage fixation . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
9	Yes, but local needs should also be taken into consideration . . . . .	—	1	—	1	1	—	1	—	—	—	—	—	—	—	—	—	5	9		
10	No, it should be laid on agreements between the parties engaged in collective bargaining . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1		
11	No, fixation of wages should be left to be decided at the plant level . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	4	5		
12	Collective bargaining is not applicable in our case . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1		
13	Yes, parties to the dispute should be the representatives of the interests involved . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1		

TABLE No. 2-270—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	Yes, if trade union movement is organised on national level . . . . .	—	—	—	1	—	—	—	1	—	—	—	—	—	—	1	—	—	3
15	Depends upon what attitude society takes to industry-wise bargaining . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
16	The Report of the Fair Wages Committee be made the basis for wage fixation at all levels . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2
17	No comments . . . . .	7	3	8	11	2	1	2	6	2	2	—	7	—	1	3	2	79	136
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-270  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 152(a) : In collective bargaining for wage fixation, should the principal emphasis be laid on national agreements?	Industry-wise Distribution of Respondents														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .	—	—	—	—	1	—	—	—	—	1	—	1	1	7	11
2	No. . . . .	1	—	—	—	1	—	—	—	1	—	—	—	—	4	7
3	Not in all cases . . . . .	2	—	—	—	1	—	—	—	—	—	—	—	—	5	8
4	No, real needs are to be satisfied first . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	No, the emphasis should be on industry-cum-region basis or locality-cum-industry basis . . . . .	3	—	—	—	2	—	1	1	—	—	—	—	—	4	11
6	Though it is very much desirable, its feasibility at the present juncture is doubtful . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
7	Yes, but local needs should also be taken into consideration . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
8	No, it should be laid on agreements between the parties engaged in collective bargaining . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9	Depends upon what attitude society takes to industry-wise bargaining . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10	Not in all cases; the emphasis should be on industry-cum-region basis or locality-cum-industry basis . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
11	No comments . . . . .	5	4	2	9	1	—	4	2	2	—	2	1	2	66	98
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	3	88	141

TABLE No. 4-270

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 152(a): In collective bargaining for wage fixation, should the principal emphasis be laid on national agreements?	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .	—	2	—	3	1	—	—	—	1	—	—	1	—	—
2	No . . . . .	—	2	—	2	—	—	—	2	—	—	—	—	—	3
3	No, in all cases . . . . .	1	6	—	—	1	—	—	—	—	—	—	—	—	—
4	No, real needs are to be satisfied first . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—
5	No, the emphasis should be on industry-cum-region basis or locality-cum-industry basis . . . . .	—	4	—	1	1	—	1	1	—	—	—	1	—	8
6	Though it is very much desirable, its feasibility at the present juncture is doubtful . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1
7	We do not feel collective bargaining would help wage fixation . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	Yes, but local needs should also be taken into consideration . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9	No, fixation of wages should be left to be decided at the plant level . . . . .	—	—	—	—	—	—	—	—	—	—	1	1	—	1
10	Yes, if trade union movement is organised on national level . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11	The report of the Fair Wages Committee be made the basis for wage fixation at all levels . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
12	No comments . . . . .	—	23	—	16	—	2	—	5	—	5	—	—	1	8
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-271

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments										Enterprises/Undertakings					Employers Associations			Workers Unions					Others		
	State										Private								Other Unions							
	Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals	Total					
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23				
1			1	—	3	3	—	—	—	—	—	—	—	2	4	1	3	—	—	—	1	1	19			
2			5	2	11	5	—	1	—	—	—	—	5	1	2	2	5	—	1	1	4	45				
3			1	1	6	1	—	3	—	—	—	—	5	3	2	2	4	—	1	—	2	31				
4			—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1				
5			—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3				
6			—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2				
7			—	—	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8				
8			1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1				
9			—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1				
10			—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1				
10			2	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	3				
11			18	11	20	42	36	4	18	11	2	2	2	73	1	34	10	39	11	13	3	32	410			
11			18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524			
TOTAL																										

TABLE No. 2-271

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 152 : (a) In collective bargaining for wage fixation, should the principal emphasis be laid on national agreements? (b) If so, what adjustments should be made? [Reply to part (b) only]	Industry																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	Regional considerations should be suitably fitted into the norms laid down in the national agreements . . . . .	—	—	—	—	—	1	—	1	—	—	—	2	—	1	—	—	1	6		
2	Adjustments are to be made as per local needs . . . . .	—	1	—	1	1	—	1	2	1	1	—	—	—	2	—	—	12	22		
3	Industry-cum-region adjustments must be made . . . . .	—	—	—	3	—	—	1	2	1	—	—	1	1	1	2	1	2	15		
4	Marginal adjustments should be made . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
5	Awards of Wage Boards must also be on the regional basis . . . . .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2		
6	The employers and the unions should evolve a formula for local adjustments . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	2		
7	Capacity of industry to pay should be borne in mind . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	8	8		
8	D.A. fringe benefits can be adjusted to meet local needs . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
9	Adjustments have to be made to meet local needs but the capacity of industry to pay should also be kept in mind . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1		
10	No comments . . . . .	7	8	10	17	4	2	3	11	3	2	1	9	1	1	5	2	104	190		
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3-271  
REPLIES TO THE QUESTIONNAIRE--INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 152 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Regional considerations should be suitably fitted into the norms laid down in national agreements . . . .	3	—	—	1	—	—	—	—	—	—	—	—	6	10
2	Adjustments are to be made as per local needs . . . .	—	—	—	2	—	—	—	—	1	1	1	1	5	11
3	Industry-cum-region adjustments must be made . . . .	3	—	—	1	—	—	1	—	—	—	1	—	6	12
4	No comments : . . . .	6	4	2	11	1	1	4	3	—	2	1	2	71	108
	TOTAL .	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-271  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q.No. 152 : (a) In collective bargaining for wage fixation, should the principal emphasis be laid on national agreements? (b) If so, what adjustments should be made to meet local needs? [Reply to part (b) only]	Central Trade Unions										Employers Associations			
		1.N.T.U.C.	4	5	6	7	8	9	10	11	12	13	14	15	16
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
			Its affiliates	AT.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	Regional considerations should be suitably fitted into the norms laid down in the national agreements	1	7	—	1	1	—	—	—	—	—	—	—	—	—
2	Adjustments are to be as per local needs	—	2	—	3	—	—	—	—	—	—	—	1	—	2
3	Industry-cum-region adjustments must be made	—	1	—	1	1	—	1	1	1	—	—	—	—	4
4	No comments	—	28	—	17	1	2	—	8	—	5	1	2	1	20
	TOTAL	1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-272

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number		Government Departments										Enterprises/Undertakings				Employers Associations				Workers Unions					Others		Total
		State										Private								Other Unions							
		Central	Labour	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals						
1	. . . . . 2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23					
1	Yes . . . . .	2	5	1	12	6	1	1	1	—	—	—	5	1	—	1	5	—	—	—	1	2	44				
2	No . . . . .	—	5	—	8	3	1	6	3	—	1	1	22	3	7	1	8	—	4	1	5	79					
3	Not to a great extent . . . . .	—	1	—	12	3	1	2	1	1	1	1	5	—	2	—	2	—	—	2	2	36					
4	Not to our knowledge . . . . .	—	1	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	1	4					
5	Partly . . . . .	—	1	1	4	1	—	1	—	—	—	—	5	1	1	—	—	—	—	—	2	17					
6	Yes, wherever collective bargaining for tripartite agreements have failed . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1					
7	Yes, to a fairly large extent . . . . .	—	2	—	5	1	—	—	—	—	—	—	1	1	3	1	3	—	—	1	—	18					
8	We have no experience (because we implement Pay Commission recommendations) . . . . .	—	1	—	3	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—	6					
9	Yes, where the recommendations are unanimous . . . . .	—	—	—	—	1	—	—	—	—	—	—	1	1	1	—	—	—	—	—	—	4					
10	No comments . . . . .	16	5	21	30	30	1	12	6	1	—	—	43	—	28	11	33	11	11	28	28	315					
Total		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524					

Q. No. 153 : Tripartite wage boards came in vogue because it was felt that an arrangement by which parties themselves can have a hand in shaping the wage structure in an industry could be more enduring than the one where an award is handed down by a third party. Has this expectation been fulfilled?

TABLE No. 2-272  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 153 : Tripartite wage boards came in vogue because it was felt that an arrangement by which parties themselves can have a hand in shaping the wage structure in an industry could be more enduring than the one where an award is handed down by a third party. Has this expectation been fulfilled?	Mining including Coal Mining																		Total
		All Plantations	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	Yes . . . . .	—	—	1	3	—	1	—	2	1	—	—	2	—	2	1	1	12	26	
2	No . . . . .	1	4	2	5	1	1	4	2	2	1	—	—	2	—	1	—	19	45	
3	Not to a great extent . . . . .	—	—	1	2	2	—	—	2	—	—	—	1	—	1	1	—	17	27	
4	Not to our knowledge . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2	
5	Partly . . . . .	1	—	1	—	—	1	—	1	—	—	—	1	—	2	—	—	4	11	
6	Yes, wherever collective bargaining or bipartite agreements have failed . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
7	Yes, to a fairly large extent . . . . .	—	2	—	—	—	—	1	2	—	—	—	—	—	—	—	—	2	7	
8	We have no experience (because we implement Pay Commission's recommendations) . . . . .	—	—	—	1	—	—	—	—	—	—	1	—	—	—	—	—	2	4	
9	Yes, where the recommendations are unanimous . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
10	No comments . . . . .	5	3	5	11	2	—	1	8	3	2	—	8	—	1	4	2	68	123	
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3-272  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 153 : Tripartite wage boards came in vogue because it was felt that an arrangement by which parties themselves can have a hand in shaping the wage structure in an industry could be more enduring than the one where an award is handed down by a third party. Has this expectation been fulfilled?															Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
1	Yes	.	1	—	—	3	—	—	—	—	—	—	—	—	3	16
2	No	.	4	—	—	4	—	1	1	1	1	—	—	—	11	23
3	Not to a great extent	.	1	—	—	—	—	—	—	—	—	—	—	1	2	4
4	Partly	.	—	—	—	—	—	—	—	—	—	—	—	—	2	2
5	Yes, to a fairly large extent	.	2	—	—	2	—	—	—	—	—	—	—	—	4	8
6	We have no experience because we implement Pay Commission's recommendations	.	—	—	—	—	—	—	—	—	—	—	1	—	—	1
7	Yes, where the recommendations are unanimous	.	—	—	—	—	—	—	—	—	—	—	1	—	1	2
8	No comments	.	4	4	2	6	1	—	4	2	—	3	1	2	65	94
TOTAL			12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-272

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number		Central Trade Unions								Employers Associations					
		IN.T.U.C.	Its affiliates	ALT.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	4
2	No. . . . .	—	6	—	5	2	—	1	3	—	—	—	—	1	8
3	Not to a great extent . . . . .	—	2	—	1	—	—	—	1	—	—	1	1	—	4
4	Not to our knowledge . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	Partly . . . . .	—	—	—	1	1	—	—	—	—	—	—	1	—	1
6	Yes, wherever collective bargaining or agreements have failed bipartite, . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	Yes, to a fairly large extent . . . . .	1	7	—	—	—	—	—	—	—	—	—	—	—	—
8	Yes, where the recommendations are unanimous . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—
9	No comments . . . . .	—	21	—	15	—	2	—	5	—	5	—	—	—	7
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-273

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 154 (a) In what respects should the operations of wage boards be modified to improve their working?	Government Departments				Enterprises/Undertakings				Employers Associations				Workers Unions				Others		Total			
		State				Private				Central Organisations				Other Unions				Research and Other Institutions	Individuals				
		Central	Labour	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size				Medium-size	Small size	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1	Should have powers to recommend to the Government to implement its recommendations without delay . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	1	4
2	They should not be merely advisory boards . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	2
3	Procedure of setting up of wage boards and processing by them should be in the minimum time possible or time limit should be laid down . . .	1	1	—	5	1	—	—	—	—	—	—	1	2	1	1	1	—	1	—	—	1	16
4	Adequately staffed for collecting data regularly and lay down wage structure for industries, according to region and occupation . . .	—	1	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	4
5	Wage Boards are not better than an exercise of pressure by labour . . .	—	—	—	9	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	11
6	No need to modify . . .	—	—	—	1	1	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	5
7	Persons with experience and knowledge of the industry should be appointed . . .	—	1	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—
8	System of appointing of members to serve on the Wage Boards should be modified . . .	—	—	—	1	—	—	—	1	—	—	—	2	1	—	—	—	—	—	—	—	—	5
9	Wage Boards must be made to take into account the industries position wherever the prices have been frozen by the Government . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10	Should be stressed on wages linked to productivity . . .	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
11	Smaller Wage Boards both on regional industry wise basis should be encouraged . . .	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	1	1	—	—	—	2	6



TABLE No. 1-273—(contd.)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
28	Precise and well defined principles may be laid down within which the Wage Boards must operate . . . . .					1			1						1	1							4
29	The wage board should also comprise of industrialists . . . . .													1									1
30	The decisions of the wage boards should not be modified by Central or State Governments; decisions of wage boards should have the effect of adjudication (legal backing) . . . . .													1									1
31	Procedure of setting up of wage boards and processing by them should be in minimum time possible; fringe benefits should be taken into account; interim reliefs should be avoided . . . . .						1																1
32	Procedure of setting up of wage boards and processing by them should be in the minimum time possible; smaller wage boards both on regional and industry-wise should be encouraged . . . . .						1																1
33	Procedure of setting up of wage boards and processing by them should be in the minimum time possible; awards should always be on the regional basis . . . . .					2																	2
34	Awards should always be on regional basis; wage boards should complete their tasks expeditiously . . . . .					1																	1
35	A time of two years be fixed for submission of their reports in normal circumstances; representatives of M.Ps. and M.L.As having comprehensive outlook on national problems should be encouraged . . . . .													1									1
36	There should be proper representation of workers on the wage boards; wage boards should formulate their recommendations on the basis of principles laid down by Fair Wages Committee; they should be assisted by job evaluation experts . . . . .					1																	1
37	Wage Boards should complete their work expeditiously; the chairmanship of wage boards be manned by sitting High Court Judges or Judges of Supreme Court or able men or Senior Industrial Tribunals . . . . .													1	1	3	2	4					11
38	Wage Boards should complete their work expeditiously; they should be assisted by job evaluation experts . . . . .																						1
39	Wage boards are nothing better than an exercise of pressure by labour; they should be assisted by job evaluation experts . . . . .		1																				1

TABLE No. 1-273—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
	Wage boards should complete their work expeditiously; there must be a sort of coordination between the wage structure evolved by various wage boards . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
41	Wage Boards are nothing better than an exercise of pressure by labour; should have permanent secretariat; a clause for enforcement of wage board recommendations may be incorporated in the industrial dispute . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
42	They should be assisted by job evaluation experts; should have permanent secretariat . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
43	Decisions of Wage Boards should have the effect of adjudication; unanimity may be achieved on all matters; should complete their task expeditiously . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
44	Unanimity may be achieved on all matters; unanimous decisions must have statutory backing . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
45	System of appointing of members to serve on wage boards; terms should be precise with guide lines to chairman; independent members should be economists and not politicians . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
46	Should lay stress on wages instead of productivity; should complete their task expeditiously, precise and well defined principles may be laid down within which the wage boards must operate . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
47	There should be proper representation of workers on wage boards; should be assisted by job evaluation experts . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
48	Should complete their task expeditiously; Chairmanship of wage boards should be manned by Judges of High Court, Supreme Court; precise well defined principles should be laid down . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
49	Wage Boards should comprise a minimum of five persons drawn from region/industry in its scope . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
50	Composition of wage boards be represented by labour management of the Government assisted by experts . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
51	Various improvements are needed to modify the operation of wage boards . . .	1	—	—	1	—	—	—	—	—	1	—	1	—	1	—	1	—	—	—	1	7
52	No comments . . .	16	9	23	34	34	2	11	6	2	1	1	44	—	29	10	32	10	12	30	29	335
Total . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-273

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 154 : (a) In what respects should the operation of Wage Boards be modified to improve their working?	Industry																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	Should have powers to recommend to the Government to implement its recommendations without delay . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	2	
2	Procedure of setting up of Wage Boards and processing by them should be in the minimum time possible or time limit should be laid down . . . . .	—	1	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	4	7	
3	Adequately staffed for collecting data regularly and lay down wage structure for industries, according to region and occupation . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2	
4	Wage Boards are not better than an exercise of pressure by labour . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	10	11	
5	No need to modify . . . . .	—	1	2	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	4	
6	Persons with experience and knowledge of the industry should be appointed . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
7	System of appointing members to serve on the Wage Boards should be modified . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	1	—	—	—	1	4	
8	Wage Boards must be made to take into account the industries position wherever the prices have been frozen by Government . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
9	Should be stressed on wages linked to productivity . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
10	Smaller wage boards both on region and industry-wise basis should be encouraged . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
11	Award should always be on regional basis . . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3	
12	Should reduce the voluminous evidence . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	



TABLE No. 2-173—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
28	The decisions of the Wage Boards should not be modified by Central or State Governments; decisions of wage boards should have the effect of adjudication (legal backing) . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
29	Procedure of setting up of Wage Boards and processing by them should be in the minimum time possible; smaller wage boards both on regional and industry-wise basis should be encouraged . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
30	Procedure of setting up of Wage Boards and processing by them should be in the minimum time possible; awards should always be on the regional basis . . . . .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2
31	Awards should always be on regional basis; Wage boards should complete their task expeditiously . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
32	A time of 2 years be fixed for submission of their reports in normal circumstances; representation of M.Ps and M.L.As. having comprehensive outlook on national problems should be encouraged . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
33	There should be proper representation of workers on the Wage Boards; Wage Boards should formulate their recommendations on the basis of principles laid down by Fair Wages Committee; they should be assisted by job evaluation experts . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
34	Wage Boards should complete their work expeditiously; the chairmanship of Wage Boards be manned by sitting High Court judges or judges of Supreme Court or able men, or Senior Industrial Tribunals . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
35	They should be assisted by job evaluation experts; should have permanent secretariat . . . . .	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2
36	Decisions of Wage Boards should have the effect of adjudication; unanimity may be achieved on all matters; should complete their task expeditiously . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
37	Should complete their task expeditiously; chairmanship of wage boards should be manned by judges of High Courts, Supreme Court; precise well-defined principles should be laid down . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
38	Wage Boards should comprise a minimum of five persons drawn from region/industry in its scope . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
39	Various modifications are necessary to improve their working . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	2	3
40	No comments . . . . .	4	2	8	12	2	2	2	9	4	2	1	8	—	—	3	2	76	135
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-273

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESIDENTS (UNIONS)

Serial Number	Q. No. 154(a) : In what respects should the operation of wage boards be modified to improve their working ?	Industry-wise Distribution of Residents (Unions)															Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	Should have powers to recommend to the Govt. to implement its recommendations without delay . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
2	They should not be merely advisory boards . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
3	Procedure of setting up of wage boards and processing by them should be in the minimum time possible or time limits should be laid down . . . .	4	—	—	2	—	—	2	1	—	1	1	—	8	19		
4	Persons with experience and knowledge of the industry should be appointed . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
5	System of appointing members on the wage boards needs to be modified . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
6	Smaller wage boards both on regional and industry-wise basis should be encouraged . . . .	1	1	—	—	—	—	—	—	—	—	—	—	—	2		
7	A wholly independent board or national negotiating team of employers and employees may be constituted instead of wage boards . . . .	—	—	—	1	—	—	1	—	—	—	—	—	2	4		
8	Wage boards do not deal with cases expeditiously/we do not favour wage boards . . . .	2	—	—	—	—	—	—	—	—	—	—	—	3	5		
9	Wage boards should be made permanent bodies . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	1		
10	The chairmanship of wage boards be manned by sitting High Court Judges or Judges of Supreme Court . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	1		
11	The whole approach right from establishment to enforcement of recommendations needs re-examination . .	—	—	—	1	—	—	—	—	—	—	—	—	1	2		

TABLE No. 3-273—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12	Wage boards should follow the same pattern of investigation, approach etc.	—	—	—	—	—	—	1	—	—	—	—	—	—	1
13	They should have a permanent Secretariat . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
14	Precise and well defined principles within which the wage boards must operate may be laid down . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2
15	They are nothing better than an exercise of pressure by labour; they should have the effect of adjudication and their chairman should be the sitting Judges of High/Supreme Court . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
16	There should be proper representation of workers, management and the Govt. on the wage boards and they should be assisted by job evaluation experts . .	—	—	—	1	—	—	—	—	—	—	—	—	1	2
17	Various modifications are necessary . .	—	—	—	—	—	—	—	—	—	—	—	1	1	2
18	No comments . . . . .	5	3	2	8	1	—	1	2	—	2	2	2	65	93
Total . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-273

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 154 : (a) In what respects should the operation of wage boards be modified to improve their working	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Should have powers to recommend to Government to implement its recommendations without delay . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—
2	They should not be merely advisory bodies . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
3	Procedure of setting up of wage boards and processing by them should be in the minimum time possible or time limits should be laid down . . .	1	13	—	1	1	—	—	1	—	—	—	—	—	—
4	No need to modify . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	System of appointing members on the wage boards needs modification . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	2
6	Should lay stress on wages linked to productivity . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	Smaller wage boards both on regional and industry-wise basis should be encouraged . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—
8	Unanimity may be achieved on all matters; otherwise, it should be referred to adjudication . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	3
9	The appointment of wage boards should be kept at an absolute minimum or where settlement by parties cannot be made . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—
10	A wholly independent board or national negotiating team of employers and employees may be constituted instead of wage board . . .	—	1	—	—	—	—	1	—	—	—	—	—	—	—
11	Wage boards do not deal with cases expeditiously/We do not favour wage boards . . .	—	—	—	1	—	—	—	1	—	—	—	—	—	1

TABLE No. 4-273—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
12	They should be permanent bodies . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
13	The chairmanship of wage boards be manned by sitting Judges of High/Supreme Courts; and they should finish their work expeditiously . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	2
14	The whole approach right from establishment to enforcement of recommendations needs re-examination . . .	—	—	—	—	1	—	—	1	—	—	—	—	—	4
15	They should follow the same pattern of investigation, approach etc. . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
16	Precise and well-defined principles may be laid down within which the wage boards must operate . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
17	They should take into account the fringe benefits before recommending wages and avoid interim relief and delay . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18	A time of two years be fixed for Submission of their reports in normal circumstances and representation of M.P.s. and M.L.As. having a vast outlook on national problems be encouraged . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	They are nothing better than an exercise of pressure by labour; they should have the effect of adjudication and their chairmen should be the Judges of High/Supreme Courts . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
20	They should be assisted by job evaluation experts and have permanent Secretariat . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21	Unanimous decisions of wage boards must have legal backing . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	There should be a proper representation of workers on wage boards and they be assisted by experts . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
23	Various modifications are necessary . . .	—	1	—	—	—	—	—	—	1	—	—	—	1	—
24	No comments . . .	—	19	—	17	—	2	—	5	—	5	1	1	—	8
TOTAL . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-274

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 154 :	Government Departments										Enterprises/Undertakings					Employers Associations				Workers Unions					Others	
		State					Private					Central Organisations				State/Regional Branches				Other Unions					Research and Other Institutions	Individuals	
		Central	Labour	Other including Local Bodies	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23					
1	Yes . . . . .	1	12	2	20	8	1	5	—	—	—	1	5	5	7	1	11	1	1	3	8	92					
2	No . . . . .	—	3	1	17	4	2	4	3	—	—	—	21	—	2	1	—	—	—	1	3	62					
3	If in a majority of cases, their recommendations are not implemented, then only it should be given . . . . .	—	—	—	2	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	3					
4	Legal sanction failing which the effect of an award obtained by Adjudication . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1					
5	Not necessary, if the unanimity in their recommendations is the pre-condition . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1					
6	Yes, but then, no appeals be allowed . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	3	2	3	—	—	—	—	9					
7	Yes, if recommendations are unanimous . . . . .	—	—	—	2	—	—	1	—	—	—	—	3	—	1	—	—	—	—	1	—	8					
8	Yes, subject to approval of the Government . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1					
9	No, as it would go against the spirit for which this system was introduced . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1					
10	Yes, in all cases, where the recommendations are unanimous . . . . .	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3					
11	Yes, with a provision for appeal . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1					
12	No comments . . . . .	17	6	20	31	33	1	12	8	2	2	1	50	1	29	11	37	10	14	28	29	342					
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524					

TABLE No. 2-274

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q.No. 154 : (a) In what respects should the operation of wage boards to be modified to improve their working? (b) Should wage board recommendations have legal sanction?	All Plantations																			Total
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19			
1	Yes	1	1	2	1	—	2	1	5	3	—	—	3	—	2	3	—	16	40		
2	No	1	3	3	5	2	—	3	2	—	—	—	—	1	3	2	—	26	51		
3	If in a majority of cases, their recommendations are not implemented, then only it should be given	—	—	—	—	—	—	1	—	1	—	—	—	—	—	—	1	—	3		
4	Legal sanction failing which the effect of an award obtained by Adjudication	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
5	Not necessary, if the unanimity in their recommendations is the precondition	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
6	Yes, if recommendations are unanimous	1	—	—	2	—	—	—	—	—	—	—	—	1	—	—	—	2	6		
7	Yes, subject to approval of the Government	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
8	No, as it would go against the spirit for which this system was introduced	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
9	Yes, in all cases where the recommendations are unanimous	—	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	1	3		
10	Yes, with a provision for appeal	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
11	No comments	4	4	5	14	3	1	1	9	2	3	1	9	—	—	3	2	79	140		
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3-274  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 154 : (a) In what respects should the operation of wage boards be modified to improve their working (b) Should wage board recommendations have legal sanction? [Reply to part (b) only]	REPLY TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2.	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Yes	2	—	—	6	—	—	2	1	1	—	1	—	13	26	
2	No	—	—	—	—	—	—	—	—	—	—	—	—	3	3	
3	Yes, but then, no appeals be allowed	3	—	—	1	—	—	—	—	—	1	—	—	4	9	
4	Yes, if recommendations are unanimous	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
5	No comments	7	4	2	8	1	1	3	2	—	2	2	3	67	102	
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4-274  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q.No. 154 : (a) In what respects should the operation of wage boards be modified to improve their working? (b) Should wage board recommendations have legal sanction? [Reply to part (b) only]	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes	—	10	—	3	3	1	—	3	—	—	—	2	—	5
2	No	—	—	—	2	—	—	—	—	—	—	—	—	—	7
3	If in a majority of cases, their recommendations are not implemented, then only it should be given	—	—	—	—	—	—	—	—	—	—	—	—	—	2
4	Yes, but then, no appeals be allowed	1	7	—	—	—	—	—	—	—	—	—	—	—	—
5	Yes, if recommendations are unanimous	—	—	—	—	—	—	—	—	1	—	—	—	—	3
6	Yes in all cases where the recommendations are unanimous	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	No comments	—	21	—	17	—	1	1	6	—	5	1	1	1	8
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-275

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Replies to the Questionnaire—Category-wise Distribution of Respondents																						
	Government Departments					Enterprises/Undertakings					Employers Associations				Workers Unions				Others				
	State					Private					Other Associations/Organisations				Other Unions				Research and Other Institutions				
	Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wide)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals	Total		
1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	2		
2	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3		
3	—	—	—	6	1	—	1	—	—	—	—	6	—	—	—	1	—	—	—	1	17		
4	—	4	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	6		
5	3	4	2	24	10	1	5	3	—	2	1	16	1	1	—	—	—	1	1	5	80		
6	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	2		
7	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—		
10	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
11	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	2		
	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		

Q.No. 155 :

(a) How could the criteria of fairness to labour development of industry, capital formation, return to entrepreneur, etc. be taken into account in wage fixation?

1 If the national minimum fixed is between the minimum wage and living wage, then it can be said to be fair . . .

2 If wage is fixed keeping in view the fair returns to other factors of production then it can be said fair . . .

3 Fair wages to labour, reasonable reserves for capital formation and saving, justice to entrepreneur are important . . .

4 No precise formula can be devised . . .

5 All factors are to be taken into consideration . . .

6 Development of industry should be the criteria . . .

7 30% to the entrepreneurs and the rest for others . . .

8 Principles involved in the Bonus Act should be followed . . .

9 Fairness to capital and entrepreneur cannot be shown, since there remains very little margin, especially after the compulsory payment of Bonus . . .

10 Entrepreneur, Industry, Capital and then Labour . . .

11 Should be a sort of an incentive scheme beneficial both to the workers and also to industry . . .

Q.No. 155 :

(a) How could the criteria of fairness to labour development of industry, capital formation, return to entrepreneur, etc. be taken into account in wage fixation?

1 If the national minimum fixed is between the minimum wage and living wage, then it can be said to be fair . . .

2 If wage is fixed keeping in view the fair returns to other factors of production then it can be said fair . . .

3 Fair wages to labour, reasonable reserves for capital formation and saving, justice to entrepreneur are important . . .

4 No precise formula can be devised . . .

5 All factors are to be taken into consideration . . .

6 Development of industry should be the criteria . . .

7 30% to the entrepreneurs and the rest for others . . .

8 Principles involved in the Bonus Act should be followed . . .

9 Fairness to capital and entrepreneur cannot be shown, since there remains very little margin, especially after the compulsory payment of Bonus . . .

10 Entrepreneur, Industry, Capital and then Labour . . .

11 Should be a sort of an incentive scheme beneficial both to the workers and also to industry . . .

TABLE No. 1.275—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
12	We cannot give any criteria but feel that fairness to all, these are essential	—	2	—	4	1	—	—	—	—	—	—	3	1	—	1	2	—	—	1	1	16
13	Capital formation should be the most important one . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
14	It is difficult to reconcile these factors	—	—	—	—	—	—	—	—	—	—	—	2	1	—	1	1	—	—	—	—	5
15	Fairness to labour should be the first consideration . . . . .	—	—	1	1	—	—	—	—	—	—	—	—	1	1	3	4	—	—	—	2	13
16	In addition to economic factors, social and ethical considerations should also be taken into account in determining wages . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17	Other things should not come in for any prior consideration before fair wages	—	—	—	—	—	—	—	—	—	—	—	—	1	4	1	5	—	—	—	—	11
18	Recommendations of Expert Committee of National Productivity Council (submitted in Jan'y., '67) would be useful in this regard . . . . .	1	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3
19	Quantum of wages should be fixed with productive efficiency . . . . .	—	—	—	1	—	—	2	—	—	—	—	2	—	—	—	—	—	—	—	—	5
20	Solved through collective bargaining beyond a certain minimum wage . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	1	3
21	Possible only where there is free competition between entrepreneurs . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	General condition of labour and capacity of industry . . . . .	—	1	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	4
23	On the lines of Fair Wages Committee Report . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24	It should be based on the recommendations of Chartered Accountants/Cost Accountants . . . . .	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
25	Should be decided either by the Planner or at I.L.C. . . . .	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	3
26	Workable rates of wage cost to the total unit cost at an optimum production level may be the criteria . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
27	Indetermining wage, capital formation need not be considered . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
28	Development of industry and capital formation should be the criteria . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
29	All factors to be taken into account, fairness to labour being given the first consideration . . . . .	—	1	—	—	—	1	—	—	—	—	—	—	—	1	1	—	—	—	1	—	5

TABLE No. 1-275—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
30	Fair wages to labour, reasonable reserve for capital formation, justice to entrepreneur and development of industry should be the criteria . . . . .	—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2
31	Quantum of wages should be fixed with production and efficiency keeping in view the general condition of labour and paying capacity of the industry . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
32	In addition to economic factors, method and manner of capital development, social and ethical considerations should also be taken into account . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
33	Various steps are needed for fairness to labour, development of industry, capital formation, return to entrepreneur, for wage fixation . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
34	No comments . . . . .	13	7	20	28	29	2	13	8	1	—	1	48	1	33	8	34	11	13	28	27	325
Total . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-275  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 155 (a) How could the criteria of fairness of labour, development of industry, formation, return to entrepreneur, capital etc., be taken into account in wage fixation?																			
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total		
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
2	—	1	—	—	—	—	1	2	1	—	1	—	—	1	—	—	7	14		
3	—	2	1	4	3	2	2	5	2	2	—	2	1	3	2	—	31	62		
4	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2		
5	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1		
6	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
7	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
8	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	2		
9	1	1	—	1	—	—	—	2	—	—	—	—	—	1	—	—	2	8		
10	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
11	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
12	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
13	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		

- 1 If wage is fixed, keeping in view the fair returns to other factors of production, then it can be said fair. . . .
- 2 Fair wages to labour, reasonable reserves for capital formation and saving justice to entrepreneur are important. . . .
- 3 All factors are to be taken into consideration. . . .
- 4 Development of industry should be the criteria. . . .
- 5 30% to the entrepreneur and the rest for others. . . .
- 6 Fairness to capital and entrepreneur cannot be shown since there remains very little margin, especially after the compulsory payment of Bonus. . . .
- 7 Entrepreneur, Industry, Capital and then Labour. . . .
- 8 Should be a sort of Incentive Scheme beneficial both to the workers and also to Industry. . . .
- 9 We cannot give any criteria but feel that fairness to all these are essential. . . .
- 10 Capital formation should be the most important one. . . .
- 11 It is difficult to reconcile these factors. . . .
- 12 Fairness to labour should be the first consideration. . . .
- 13 In addition to economic factors, social and ethical considerations should also be taken into account in determining wages. . . .

TABLE No. 2-275—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	Recommendations of Expert Committee of National Productivity Council (submitted in January, 67) should be useful in this regard.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	2
15	Quantum of wages should be fixed with Productive efficiency.	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	3	5
16	Solved through collective bargaining beyond a certain minimum wage.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	General condition of labour and capacity of Industry.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
18	Possible only where there is free competition between entrepreneurs.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
19	It should be based on the recommendations of Chartered Accountants/Cost Accountants.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	2
20	Should be decided either by the Planner or at I.L.C.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	2
21	All factors to be taken into account, fairness to labour being given the first consideration.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	Fair wages to labour, reasonable reserves for capital formation, justice to entrepreneur and development of industry should be the criteria.	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	—	2
23	Quantum of wages should be fixed with production and efficiency keeping in view the general condition of labour and paying capacity of the Industry.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
24	Various steps are needed for fairness to labour, development in industry, capital formation, return to entrepreneur, for wage fixation.	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
25	No comments.	6	3	7	13	2	—	2	5	2	1	—	9	—	—	4	2	74	130
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248



TABLE No. 4-275

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 155 : (a) How could the criteria of fairness to labour, development of industry, capital formation, return to entrepreneur etc., be taken into account in wage fixation ?	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	4	5	6	7	8	9	10	B. M. S.	12	A. I. M. C.	14	15	16
1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
2	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1
3	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1
4	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1
5	5	1	1	1	1	1	1	1	1	1	1	1	1	1	1
6	6	1	1	1	1	1	1	1	1	1	1	1	1	1	1
7	7	1	1	1	1	1	1	1	1	1	1	1	1	1	1
8	8	1	1	1	1	1	1	1	1	1	1	1	1	1	1
9	9	1	1	1	1	1	1	1	1	1	1	1	1	1	1
10	10	1	1	1	1	1	1	1	1	1	1	1	1	1	1
11	11	1	1	1	1	1	1	1	1	1	1	1	1	1	1
12	12	1	1	1	1	1	1	1	1	1	1	1	1	1	1
13	13	1	1	1	1	1	1	1	1	1	1	1	1	1	1
14	14	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Total		1	38	22	22	3	2	1	9	12	5	1	3	1	26

TABLE No. 1-276

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 155 :	Government Departments										Enterprises/undertakings				Employers Associations			Workers unions				Others		Total																				
		State					Private					Central Organisations			State/Regional Branches			Other Associations/Organisations			Central Trade Unions			State/Regional Branches			All India Unions (Industry-wise)			Large-size			Medium-size			Small-size			Research and Other Institutions			Individuals			
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals																								
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																							
1	Valid fully . . . . .	4	12	1	32	14	1	9	2	—	1	1	17	2	7	5	10	—	—	4	8	130																							
2	Not valid . . . . .	—	1	—	3	—	1	1	—	—	—	—	5	1	—	—	4	—	—	1	2	19																							
3	Valid to a certain extent . . . . .	1	—	—	7	3	—	—	1	1	—	—	4	2	1	1	—	—	1	—	1	23																							
4	This is for experts to say . . . . .	—	1	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3																							
5	Undue emphasis on these should be removed . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																							
6	It depends upon distribution between the so-called divergent interests . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1																							
7	No comments . . . . .	13	7	22	31	26	2	14	8	1	1	1	58	2	33	9	37	11	14	28	29	347																							
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524																							

TABLE No. 2-276  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 155 :		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Product	Paper & Paper Pulp	Others	Total
1		2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Valid fully	.	—	3	1	4	—	1	4	11	3	1	1	2	2	3	2	—	39	77
2	Not valid	.	—	1	1	—	2	—	—	1	—	—	—	—	—	1	—	1	3	10
3	Valid to a certain extent	.	1	1	—	3	1	1	1	1	—	—	—	—	—	1	—	—	6	16
4	This is for experts to say	.	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	2
5	Undue emphasis on these should be removed	.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
6	No comments	.	6	4	8	15	2	1	1	5	3	2	—	9	—	—	5	2	79	142
TOTAL		.	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-276  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 155 : (a) How could the criteria of fairness to labour, development of industry, capital formation, return to entrepreneur, etc., be taken into account in wage fixation? (b) It is said that in the balance between fair wage to workers, fair profits to entrepreneurs, and fair returns to treasury, the consumers are often left behind. How far is this criticism valid? [Reply to part (b) only]	Industry-wise Distribution																	Total
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	Valid fully . . . . .	4	—	—	3	—	1	2	—	—	—	—	—	2	12	24			
2	Not valid . . . . .	1	—	—	2	—	—	1	—	—	—	—	—	—	—	5			
3	Valid to a certain extent . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	3	5			
4	It depends upon distribution between the so-called divergent interests . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1			
5	No comments . . . . .	6	4	2	10	1	—	2	3	1	3	1	1	1	72	106			
TOTAL . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	3	88	141			

TABLE No. 4-276  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 155 : (a) How could the criteria of fairness to labour, development of industry, capital formation, return to entrepreneur etc., be taken into account in wage fixation? (b) It is said that in the balance between fair wages to workers, fair profits to entrepreneurs and fair returns to treasury, the consumers are often left behind. How far is this criticism valid? Reply to part (b) only]	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Valid fully . . . . .	1	12	—	1	1	1	—	1	—	—	1	1	—	10
2	Not valid . . . . .	—	2	—	—	—	—	—	1	—	—	—	—	—	1
3	Valid to a certain extent . . . . .	—	—	—	—	1	—	—	1	—	—	—	1	—	2
4	It depends upon distribution between the so called divergent interests . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—
5	No comments . . . . .	—	24	—	21	1	1	1	6	—	5	—	1	1	13
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-277

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Q. No. 155	Serial Number	Government Departments										Enterprises/undertakings					Employers Associations					Workers unions					Others	Total
		State					Central Sphere					Private					Other Associations/ Organisations					Other unions						
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wide)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals							
	1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23						
	1	—	—	—	2	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4					
	2	—	1	—	2	—	—	1	—	—	1	1	—	—	—	—	—	—	—	—	—	—	6					
	3	1	1	—	2	—	—	1	—	—	—	—	4	—	—	1	—	—	—	—	—	—	10					
	4	—	4	—	7	8	1	2	—	1	—	—	6	—	—	2	2	—	—	—	—	2	35					
	5	—	1	—	1	2	—	1	1	—	—	—	2	—	—	—	—	—	—	—	—	1	9					
	6	—	—	—	3	—	—	—	1	—	—	—	1	—	1	—	1	—	—	—	—	—	7					
	7	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2					
	8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1					
	9	—	—	—	11	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	12					
	10	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	9					
	11	1	—	—	3	—	—	—	—	—	—	—	3	—	—	—	—	—	2	—	—	—	4					
	12	—	—	—	1	—	—	—	—	—	—	—	3	—	—	—	—	—	—	—	—	—	1					

TABLE No. 1-277—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
13	By setting up Wage Board to maintain uniform level and by selecting men from education . . . . .	—	—	—	2	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	3
14	Employers should indicate in their policies how the consumer is helped . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	4	1	5	—	—	—	—	11
15	By speedier growth or stabilising the country's economy . . . . .	—	2	—	—	2	—	—	1	—	—	—	1	—	—	—	—	—	—	1	1	8
16	Indirect taxes should be rightly adjusted on commodities . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	This can be met in the form of lower prices for commodities or holding of price line . . . . .	—	1	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	4
18	Only under free competition and free dialogue between Employer and Employee . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2
19	By appointing an expert body for each industry to work into cooperative structure and sale price . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
20	By adopting an integrated wage price income policy . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2
21	By controlling prices by not allowing wage protection to surpass productivity of each labour . . . . .	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
22	This can be remedied only when goods produced size equal to demand by maximising production through modernization . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
23	Inclusion of the consumer in the concept itself/consumers association and per capita national income must be kept in view . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
24	By taking into account the consequential effect of wage increase on the price of consumer goods/by adopting on integrated wage price income policy . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
25	Increasing efficiency of the workers better management, production at lesser cost/inclusion of the consumer in the concept itself/consumer's association . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
26	No comments . . . . .	14	11	23	36	32	3	16	8	1	1	1	61	5	36	10	43	11	13	29	32	386
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-277

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 155 : (a) How could the criteria of fairness to labour development of industry, capital formation, return to entrepreneur, etc., be taken into account in wage fixation ? (b) It is said that in the balance between fair wages to workers, fair profits to entrepreneurs and fair returns to treasury, the consumers are often left behind. How far is this criticism valid ? (c) How best can the situation be remedied ? [Reply to part (c) only]	Industry-wise Distribution of Respondents (Employers)																	Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	This can be remedied only when goods produced are equal to goods demanded .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2	3
2	This can be done by regulating wages, profits and rationalising taxes .	—	—	—	—	—	—	—	2	—	—	—	—	—	1	—	—	2	5
3	Increasing efficiency of worker, better management, production at lesser cost .	—	3	—	1	—	—	—	—	—	—	—	—	—	—	—	—	3	7
4	Inclusion of the consumer in the concept itself/consumers' association .	—	—	1	2	1	1	1	4	1	—	—	2	—	—	2	—	10	25
5	By maximising the production through modernisation .	—	—	—	3	—	—	—	1	—	—	—	—	—	—	—	—	3	7
6	Unless wages and prices are controlled, this cannot be achieved .	—	—	—	—	—	—	2	2	—	—	—	—	1	—	—	—	—	5
7	By corresponding increasing wages to workers and reducing prices for consumers .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
8	By fixing a national wage structure .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	11	12
9	By taking into account the consequential effect of wage increase on the price of consumer goods .	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	—	4	6
10	By allowing the national economic process a free play .	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	2	4
11	By setting up Wage Board to maintain uniform level and by selecting men from education .	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	1	3
12	By speedier growth or stabilising the country's economy .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	3	4
13	This can be met in the form of lower prices for commodities or holding of price line .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2

TABLE No. 2-277—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	Only under free competition and free dialogue between employer and employees	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
15	By adopting an integrated wage price income policy . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
16	By controlling prices by not allowing wage protection to surpass productivity of each labour . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	This can be remedied only when goods produced are equal to demand/by maximising production through modernisation	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
18	Inclusion of the consumer in the concept itself/consumers' association and per capita national income must be kept in view . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
19	No comments . . . . .	6	6	9	15	4	1	1	5	5	2	1	10	—	3	6	3	82	159
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	24

TABLE No. 3-277

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Q. No. 155 :

(a) How could the criteria of fairness to labour, development of industry, capital formation return to entrepreneur, etc., be taken into account in wage fixation.

(b) It is said that in the balance between fair wages to workers, fair profits to entrepreneurs and fair returns to treasury, the consumers are often left behind. How far is this criticism valid?

(c) How best can the situation be remedied.

[Reply to part (c) only]

Serial Number

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1 Increasing efficiency of worker, better management, production at least cost .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
2 Inclusion of the consumer in the concept itself/consumer's association .	—	—	—	—	—	—	—	—	2	—	—	—	1	—	1	4
3 Unless wages and prices are controlled, this cannot be achieved .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	2
4 By correspondingly increasing wages to workers and reducing prices to consumers	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5 By taking into account the consequential effect of wage increase on the price of consumer goods .	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2
6 Management should lay down the consumer's share out of gains .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
7 Employers should indicate in their policies how the consumer is helped .	3	—	—	—	—	2	—	—	—	—	—	—	—	1	5	11
8 Increasing efficiency of the worker, better management, production at lesser cost/inclusion of the consumer in the concept itself/consumers' association .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
9 No comments .	8	4	4	2	2	12	1	—	3	2	1	3	2	2	78	118
TOTAL .	12	4	4	2	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-277  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Q. No. 155	Central Trade Unions								Employers Associations						
	I. N. T. U. C.	4	5	6	7	8	9	10	B. M. S.	Is affiliates	12	A. I. M. O.	14	15	16
1	3	4	5	6	7	8	9	10	B. M. S.	Is affiliates	12	A. I. M. O.	14	15	16
1	—	—	—	—	—	—	—	—	—	—	—	1	2	—	1
2	—	1	—	—	—	—	—	—	—	—	—	—	—	—	6
3	—	1	—	—	—	—	—	1	—	—	—	—	—	—	1
4	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—
5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
7	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
9	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10	1	10	—	—	—	—	—	—	—	—	—	—	—	—	—
11	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
12	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13	—	24	—	22	2	2	1	8	1	—	5	—	1	1	14
TOTAL															
	1	38	—	22	3	2	1	9	1	5	1	1	3	1	26

Q. No. 155

(a) How could the criteria of fairness to labour, development of industry, capital formation, return to entrepreneur, etc., be taken into account in wage fixation?

(b) It is said that in the balance between fair wages to workers, fair profits to entrepreneurs and fair returns to treasury, the consumers are often left behind. How far is this criticism valid?

(c) How best can the situation be remedied?

(Reply to part (c) only)

1 This can be remedied only when goods produced are equal to the goods demanded

2 Inclusion of the consumer in the concept itself/consumers' association

3 Unless wages and prices are controlled, this cannot be achieved

4 By correspondingly increasing wages of workers and reducing prices for consumers

5 By fixing a national wage structure

6 By taking into account the consequential effect of wage increase on the price of consumer goods

7 By allowing the national economic process a free play

8 Management should lay down the consumer's share out of gains

9 By setting up Wage Board to maintain uniform level by selecting men from educationists

10 Employers should indicate in their policies as to how the consumer is helped

11 This can be remedied only when goods produced are equal to goods demanded; increasing efficiency of workers, better management production, at lower cost

12 By increasing efficiency of the worker, better management, production at lower cost; by inclusion of consumer in the concept itself/consumer's association

13 No comments

TABLE No. 1-278

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

REPLIES TO THE QUESTIONS IN THE QUESTIONNAIRE—CATEGORY-WISE	Serial Number	Q. No. 156 : (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised. What should be the objective and scope of such a policy ?	Government Departments		Enterprises/undertakings		Employers Associations		Workers unions		Others	Total
			State									

TABLE No. 1-278—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
15	Wage policy should keep in mind the relationship between wages of industrial and agricultural labour and also national income . . . . .	—	—	—	1	—	—	—	—	—	—	—	1	1	—	—	1	—	—	—	—	—
16	Objective should be as mentioned by Steering Group of Reserve Bank of India i.e. generate domestic income savings—restraining consumption etc. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—
17	By having a complete regimentation of the economy regulating wages, profit and other income . . . . .	—	—	—	1	—	—	1	—	—	—	—	1	1	—	—	1	—	—	—	—	—
18	Objective should be to increase the relative share of labour . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—
19	Expert body should be set up to look into this . . . . .	—	2	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—
20	Not practicable to think integrally of these . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—
21	Free competition is desirable . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
22	The concept is out moded . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—
23	It should be based on national consideration and developmental planning/capacity to pay of the industry should be kept in view . . . . .	—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—
24	To secure better standard of living/It should be based on national considerations and developmental planning . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—
25	It should be based on national consideration, price stability to secure better standard of living . . . . .	1	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—
26	There should be wage freeze/not necessary to have such a policy . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
27	It should be based on national consideration, developmental planning and price stability . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
28	To secure better standard of living, fair play to capital, labour, entrepreneur, exchequer and price stability . . . . .	—	1	—	—	2	—	—	—	—	—	—	2	1	—	1	—	—	—	—	1	—
29	To play fair to capital, labour, entrepreneur, exchequer should take into account the primary interest of the consumer to get purchasing power . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—
30	To secure better standard of living, to raise efficiency and productivity; to accelerate the growth; price stability; to remove inequitable distribution of wealth; to raise employment opportunities . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
31	No comments . . . . .	14	8	21	37	36	2	13	10	2	—	—	55	1	39	12	41	10	14	31	28	374
Total . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-278  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 156 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine Tools Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	To secure better standard of living. . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	2
2	To play fair to capital, labour, entrepreneur and exchequer . . . . .	—	2	—	—	—	1	—	2	—	—	1	—	—	—	—	—	17	23
3	Efficiency and productivity . . . . .	—	2	1	1	2	1	—	1	1	—	—	—	—	1	—	—	6	16
4	Wages should be increased in relation to per capita output, but without raising prices . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	Capacity to pay of the industry should be kept in view . . . . .	—	—	—	—	—	—	—	1	1	—	—	1	—	—	—	—	5	8
6	Enforcing a total freeze of wages, income and prices . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	There should be wage freeze . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	Should take into account the primary interest of consumer to get purchasing power . . . . .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2
9	It should be based on national considerations and development planning . . . . .	—	—	—	1	—	1	1	1	—	2	—	—	—	—	1	1	7	15
10	Price stability . . . . .	—	—	2	1	—	—	—	—	—	—	—	—	1	1	—	—	1	6
11	We have not yet reached a stage to enforce this policy . . . . .	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	2
12	Wage policy should keep in mind the relationship between wages of industrial and agricultural labour and also national income . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
13	Objective should be as mentioned by steering Group of Reserve Bank of India i.e. generate domestic income savings-restraining consumption etc. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1

TABLE No. 2-278—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	By having a complete regimentation of the economy, regulating wages, profit and other income . . . . .	1	—	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	3
15	Expert body should be set up to look into this . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
16	Not practicable to think integrally of these . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	Free competition is desirable . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
18	It should be based on national consideration, developmental planning; capacity to pay of industry should be kept in view	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	2
19	To secure better standard of living should be based on national consideration and developmental planning . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
20	It should be based on national considerations developmental planning and price stability . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	3	4
21	No comments . . . . .	6	4	7	17	3	—	2	8	3	1	—	10	—	2	6	2	84	155
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-278

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 156 : (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and price is often emphasised. What should be the objective and scope of such a policy ?	Industry-wise Distribution of Respondents (Unions)														Total
		3	4	5	6	7	8	9	10	11	12	13	14	15	16	
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	To secure better standard of living . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2	To play fair to capital, labour, entrepreneur and the exchaquer . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
3	Not necessary to have such policy . . . . .	2	—	—	—	—	—	—	—	—	—	—	—	—	—	2
4	It should be based on national consideration and developmental planning . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	2
5	The objective could be to put a check, on the profiters through taxation and the rising prices . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	1	—	2
6	To secure a minimum level of living to every citizen and to prevent the accumulation of wealth in the hands of a few . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	2
7	We have not yet reached a stage to enforce this policy . . . . .	1	—	—	1	—	—	—	—	—	—	—	—	—	—	2
8	Wage policy should keep in mind the relationship between wages of industrial and agricultural labour and also national income . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	2
9	By having a complete regimentation of the economy regulating wages, profit and other income . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	2
10	Objective should be to increase the relative share of labour . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
11	Expert body should be set up to look into this . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
12	The concept is out-moded . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
13	It should be based on national consideration, price stability, to secure better standard of living . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	2

TABLE No. 3-278—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
14	It should be based on national consideration, development planning and price stability . . . . .	—	—	—	—	—	—	1	—	—	—	1	—	—	2
15	To secure better standard of living, to raise efficiency and productivity; to accelerate the growth; price stability; to remove inequitable distribution of wealth; to raise employment opportunities . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	
	No comments . . . . .	8	4	2	9	1	—	3	3	—	3	2	3	79	117
Total . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 156 : (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and price is often emphasised. What should be the objective and scope of such a policy?	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	To secure better standard of living.	—	1	—	—	—	—	—	—	—	—	—	—	—	—
2	To play fair to capital, labour, entrepreneur and the exchequer	—	—	—	—	1	—	—	—	—	—	1	2	—	3
3	Efficiency and productivity	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	Capacity to pay of the industry should be kept in view	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	It should be based on national consideration and Developmental Planning	—	—	—	—	—	—	—	1	—	—	—	—	—	4
6	Price stability	—	—	—	—	—	—	—	—	—	—	—	—	—	2
7	The objective could be to put a check on the profiteers through taxation and the rising prices	—	1	—	—	—	—	—	—	—	—	—	—	—	—
8	To ensure a minimum level of living to every citizen and to prevent the accumulation of wealth in the hands of a few	—	—	—	—	—	—	—	—	—	—	—	—	—	—
9	We have not yet reached a stage to enforce this policy	—	—	—	—	—	—	—	1	—	—	—	—	—	—
10	Wage policy should keep in mind the relationship between wages of industrial and agricultural labour and also national income	—	—	—	—	—	—	1	—	—	—	—	—	—	1
11	By having a complete regimentation of the economy, regulating wages, profits and other incomes	—	—	—	—	1	—	—	—	—	—	—	—	—	1
12	Objective should be to increase the relative share of labour	—	—	—	—	1	—	—	—	—	—	—	—	—	1
13	Expert body should be set up to look into this	—	1	—	1	—	—	—	—	—	—	—	—	—	—
14	The concept is out-moded	—	—	—	—	—	—	—	—	—	—	—	—	—	—
15	It should be based on national considerations and developmental planning, efficiency and productivity	—	—	—	—	—	—	—	—	—	—	—	—	1	—

TABLE No. 4-278—(contd.)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	1
16 It should be based on national consideration and Developmental Planning. Price Stability. The objective would be to put a check on the profiteers through taxation and rising prices and to secure better standard of living . . . . .			—	—	—	—	—	—	—	1	—	—	—	—	—	—
17 It should be based on national consideration, developmental Planning and price stability . . . . .			—	1	—	—	—	—	—	—	—	—	—	—	—	—
18 The objective should be to secure better standard of living, efficiency and productivity, national consideration and Developmental Planning Price stability, checking of the profiteers through taxation and rising prices to secure minimum level of living to every citizen and to prevent the accumulation of wealth in the hands of few and also making our Plans employment oriented . . . . .			—	—	—	—	—	—	—	—	1	—	—	—	—	—
19 No comments . . . . .			1	33	—	21	—	2	—	6	—	5	—	—	—	—
TOTAL . . . . .			1	38	—	22	3	2	1	9	1	5	1	3	1	26

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number.	Q. No. 156 :	Enterprises/Undertakings																						Total
		Government Departments					Private					Employers' Associations					Workers' Unions					Others		
		State					Central Sphere					Co-operative					Other Unions							
		Central	Labour	Others (including Local Bodies)	6	7	State Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Union (Industry-wide)	Large-size	Medium-size	Small-size		Research and Other Institutions	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	Establishment of a National Board or National Council for Wages, Incomes and Prices.	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	2	
2	Fair returns to capital and entrepreneurs	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	4	
3	Fair wages to workers.	—	—	1	1	—	—	1	—	—	—	—	3	1	—	—	—	1	—	—	—	2	9	
4	Increasing the per capita production	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
5	Appointment of a high level committee	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3	
6	Increasing productivity, development of industry, economy and the interest of the consumers should all be the guidelines	—	2	—	4	—	—	1	—	—	—	—	3	1	—	—	—	—	—	—	—	—	11	
7	Primary interest of the consumers should be important (by checking inflation)	—	2	—	3	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	1	8	
8	They may vary from industry to industry according to their types	—	—	—	2	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	
9	By coordinated efforts of the Govt. and the employers' and workers' organisations (or country as a whole)	1	—	—	1	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	5	
10	By launching an integrated plan aimed at fostering a self-generating economy	—	1	—	3	1	—	—	—	—	—	—	2	—	—	—	—	2	—	—	—	1	10	
11	The policy recently adopted by the British Govt. in this regard may be reconsidered with necessary modifications suitable to Indian conditions	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
12	The policy enunciated by the Hazari Committee should be followed	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	
13	By linking wages to productivity	1	—	—	2	1	—	—	1	—	—	—	3	—	—	—	—	—	—	—	—	—	3	
14	Per capita national income should be a guid line	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	
15	Abolition of managing agents and monopoly.	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	2	

TABLE No. 1-279—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
16	These should be left to Planning Commission; Reserve Bank should lay down guidelines . . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
17	The policy must integrate prices with wages . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	3
18	As laid down in the report of the Reserve Bank of India on a "framework" for policy on income and prices . . . .	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	3
19	Industry should exist for the Social good and retain capacity to fulfil economic and social obligations . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
20	Fair returns to capital and entrepreneur and fair wages to workers . . . . .	—	1	1	11	1	—	3	—	—	1	1	2	1	—	—	1	—	—	—	—	23
21	Fair wages to workers; increasing the per capita production . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
22	Coordination between wage policy in private and public sector and increases in profits and wages . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
23	Fair wages to workers; abolition of managing agents & monopolies to put ceiling on urban incomes . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	4	1	5	—	—	—	—	11
24	Primary interest of the consumer should be important; per capita national income should be guideline . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
25	Various guidelines are needed for such policy . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
26	No comments . . . . .	15	11	21	42	40	4	17	10	2	1	—	63	—	37	11	41	11	15	32	30	403
Total . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-279  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 156 :										Total									
	(a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised. What should be the objectives and scope of such a policy?										(b) Indicate the guidelines for such a policy in the light of the perspective for the growth of the economy. [Reply to part (b) only]									
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3	
2	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	3	
3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	
4	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
5	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
6	—	—	—	—	—	2	—	1	1	—	—	—	—	1	—	—	—	2	8	
7	—	—	—	1	—	—	—	—	2	—	—	—	—	—	—	—	—	1	5	
8	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	3	
9	—	—	—	—	—	—	—	—	1	1	—	—	—	—	1	—	—	1	4	
10	—	—	—	—	—	—	—	1	1	1	—	—	—	—	—	—	—	3	6	
11	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
12	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
13	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	2	7	
14	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
15	—	2	—	—	—	—	—	—	2	—	—	—	—	—	1	—	—	14	19	

TABLE No. 2-279—(contd).

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
16	By giving fair wages to workers and at the same time increasing the per capita production . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	2
17	By co-ordination of wage policy in private and public sector and also co-ordination between increase in profits and wages . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
18	Consumers interest should be primary and per capita national income should also get due importance . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	No comments . . . . .	6	4	10	20	3	1	3	9	3	2	—	12	—	2	6	3	95	179
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-279

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Q.No. 156 :															
Serial Number	(a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised. What should be the objective and scope of such a policy ?														
	(b) Indicate the guidelines for such a policy in the light of the perspective for the growth of the economy. [Reply to part (b) only]														
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total	
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
2	—	—	—	1	—	1	—	—	—	—	—	—	1	3	
3	—	—	—	—	—	—	—	—	—	—	1	—	—	1	
4	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
5	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
6	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
7	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8	—	—	—	—	—	—	—	—	—	—	—	—	2	2	
9	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
10	—	—	—	1	—	—	—	—	—	—	—	—	—	2	
11	3	—	—	2	—	—	—	—	—	—	—	1	5	11	
12	8	4	2	10	1	—	3	3	1	3	2	2	76	115	
Total		12	4	2	15	1	5	3	1	3	3	3	88	141	

TABLE No. 4-279

REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 156 :	Central Trade Unions										Employers Associations				
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Establishment of a National Board or National Council for wages, incomes and prices.	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—
2	Fair returns to capital and entrepreneur	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—
3	Fair wages to workers . . . . .	—	1	—	—	—	—	1	—	—	—	—	—	—	2	—
4	Primary interest of the consumer should be important (by checking inflation) . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—
5	By coordinating efforts of the Govt. and the employers and workers organisations (or country as whole) . . . . .	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—
6	By launching an integrated plan aimed at fostering a self-generating economy . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
7	Per capita National Income should be the guide line.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—
8	Abolition of Managing Agents and Monopolies . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
9	Industry should exist for the social good and fulfil economic and social obligation . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—
10	Fair returns to capital and entrepreneur; Fair wages to workers . . . . .	—	—	—	—	1	—	—	—	—	—	1	1	—	4	—
11	Fair wages to workers; Abolition of managing agents and monopolies; To put ceiling on urban incomes . . . . .	1	10	—	—	—	—	—	—	—	—	—	—	—	—	—
12	No comments . . . . .	—	24	—	22	—	2	—	9	—	5	—	1	1	16	—
	TOTAL . . . . .	1	38	—	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. 1-280  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Q. No. 156:	Enterprises/undertakings																							Employers Associations					Workers Unions					Others																																																																	
	Government Departments					State					Private					Central Organisations					State/Regional Branches					Other Associations/Organisations					Central Trade Unions					State/Regional Branches					All India Unions (Industry-wise)					Large-size					Medium-size					Small-size					Research and Other Institutions					Individuals																																	
	Central	Labour	Other (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals																																																																						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100
1	2	3	4	5	6	7	8	9	10	11	12	13																																																																																							

TABLE No. 2-280  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q.No. 156 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Highly technical people in respective fields should be coopted or consulted .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2	Only plants with sufficient capacity should be licensed . . . . .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	2
3	A National economic development office/ institution may be established . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
4	The ever growing conflict between political aspiration and economic relations must be identified and discarded . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
5	A wing of Planning Commission may be responsible for implementing any policy in this regard, if evolved by Govt. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5	Increasing participation of workers in the industrial activity . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	2
7	Extent of State intervention in different types of industries should be determined . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
8	No comments . . . . .	7	9	9	22	5	3	5	16	5	3	—	12	2	6	7	3	125	239
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-280  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Q. No. 156															
Serial Number	(a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised. What should be the objective and scope of such a policy?														
	(b) Indicate the guidelines for such a policy in the light of the perspective for the growth of the economy?														
Serial Number	(c) Changes in the existing institutional arrangements for implementation of such a policy may also be indicated.														
	(Reply to part (c) only)														
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	A national economic development office/institution may be established	—	—	—	—	—	—	—	—	—	—	—	—	1	1
2	Increasing participation of workers in the industrial activity	—	—	—	—	—	1	—	—	—	—	—	—	—	1
3	Existing institution of Managing Agents should be abolished	—	—	—	—	—	1	—	—	—	—	—	—	—	1
4	No comments	12	4	2	15	1	—	4	3	1	3	3	3	87	138
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-280  
 REPLY TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 156 (a) In the context of planned development, the question of taking an integrated view of policy in regard to wages, incomes and prices is often emphasised. What should be the objective and scope of such a policy? (b) Indicate the guidelines for such a policy in the light of the perspective for the growth of the economy (c) Changes in the existing institutional arrangements for implementation of such a policy may also be indicated (Reply to part (c) only)	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	A national economic development office/institution may be established . . . . .	—	—	—	—	—	—	—	—	1	—	—	1	—	—
2	Increasing participation of workers in the industrial activity. . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1
3	Existing institution of Managing Agents should be abolished . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
4	No comments . . . . .	1	36	—	22	3	2	1	9	—	5	1	2	1	25
	TOTAL . . . . .	1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-281

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 157 (a) Do you suggest a policy of 'Wage freeze'?	Government					Enterprises/undertakings					Employers Associations			Workers unions					Others		Total		
		State					Private								Other unions					Research and Other Institutions				
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Individuals				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	Yes . . . . .	—	1	—	13	1	—	1	—	1	—	—	13	—	—	—	—	—	—	—	—	1	31	
2	No . . . . .	—	9	2	11	5	1	5	2	—	—	—	9	4	11	2	13	—	2	5	9	90		
3	Only under certain circumstances . . . . .	—	—	—	2	—	1	1	—	—	1	1	—	1	—	—	—	—	—	—	—	7		
4	Only when prices are lowered to pre-1962 level . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
5	No, unless there is price freeze etc. . . . .	2	5	1	18	8	1	4	2	—	—	1	9	—	—	2	3	—	—	1	3	60		
6	Such a policy is inconceivable specially when the prices are spiralling up . . . . .	—	—	—	1	1	—	—	—	—	—	—	1	—	—	—	1	—	—	—	1	5		
7	Not until food and other basic amenities are provided at reasonable rates : . . . . .	—	—	—	3	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3		
8	No, it is anti-social and anti-human . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1		
9	It is both unfair and impracticable . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	4	1	3	—	—	—	—	—	9	
10	No comments . . . . .	16	6	20	25	30	1	13	7	1	1	—	52	1	27	9	31	11	13	27	26	317		
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

TABLE No. 2 281  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 157(a) : Do you suggest a policy of 'wage freeze'?	Industry-wise Distribution of Respondents (Employers)																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Product	Paper & Paper Pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	Yes . . . . .	—	1	—	4	2	1	—	2	—	—	—	—	—	—	—	1	18	29	
2	No . . . . .	1	3	1	—	1	—	2	4	1	—	—	1	—	1	3	—	15	33	
3	Only under certain circumstances . . . . .	—	—	1	—	—	—	1	—	—	—	1	—	1	—	—	—	2	6	
4	Only when prices are lowered to pre 1962 level . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	
5	Such a policy is inconceivable, especially when the prices are spiralling up . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2	3	
6	No, unless there is price freeze . . . . .	—	2	2	6	—	—	2	2	4	—	—	2	1	4	1	1	16	43	
7	Not until food and other basic amenities are provided at reasonable level . . . . .	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	1	3	
8	No comments . . . . .	6	3	6	11	2	2	1	8	1	3	—	9	—	—	4	1	73	130	
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3-281  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 157(a) : Do you suggest a policy of "Wage freeze"?	All Plantations	Mining including Coal Mining	Sugar	All Plantations	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	No	5	—	—	3	—	—	3	1	1	—	2	1	16	32
2	Only under certain circumstances	—	—	—	—	—	—	—	—	—	—	—	—	1	1
3	No, unless there is price freeze	—	—	—	2	—	1	—	—	—	1	—	—	1	5
4	Such a policy is inconceivable, especially when the prices are spiralling up	1	—	—	—	—	—	—	—	—	—	—	—	—	1
5	No, it is anti-social and anti-human	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	It is both unfair and impracticable	2	—	—	2	—	—	—	—	—	—	—	—	5	9
7	No comments	4	4	2	8	1	—	2	2	—	2	1	2	64	92
	Total	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-281  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 157 : (a) Do you suggest a policy of 'wage freeze' ?	Central Trade Unions										Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	Yes . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	6		
2	No . . . . .	—	10	—	6	3	1	—	3	1	—	—	—	—	5		
3	Only under certain circumstances . . . . .	—	—	—	—	—	—	—	—	—	—	1	1	—	1		
4	Only when prices are lowered to per 1962 level . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—		
5	No unless there is price freeze . . . . .	—	2	—	—	—	—	—	—	—	—	—	1	—	4		
6	Such a policy is inconceivable, especially when the prices are spiralling up . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—		
7	It is both unfair and impracticable . . . . .	1	8	—	—	—	—	—	—	—	—	—	—	—	—		
8	No comments . . . . .	—	18	—	16	—	1	1	5	—	5	—	—	1	10		
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26		

TABLE No. 1-262

**REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS**

Serial Number	Q. No. 157 :		Government Departments		Enterprises/Undertakings				Employers' Associations				Workers' Union				Others		Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
			Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wide)	Large-size		Other Unions		Research and Other Institutions	Individuals																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
									Medium-size	Small-size	Medium-size									Small-size																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																										
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TABLE No. 1-282—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
12	To hold the general price line; by banning further wage increase	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
13	By a suitable combination of the above	—	—	—	10	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	10
14	No comments	18	21	23	56	43	4	23	11	1	1	1	73	6	41	14	51	11	15	33	35	481
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-282

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Q. No. 157 : (a) Do you suggest a policy of 'Wage Freeze' ? (b) If so, how can it be implemented under the existing system. [Reply to part (b) only]																					
Serial Number	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper pulp	Others	Total			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	Extra profits must be allowed to be ploughed back for expansion purposes and to reduce costs	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
2	A ceiling should be fixed on business profits and professional incomes and mop up the extra incomes through taxation	—	—	—	4	2	—	—	1	—	—	—	—	—	1	—	—	3	11		
3	To hold the general price line, specially of consumer goods	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
4	By banning any further wage increase	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
5	Total freezing of wages, prices and incomes	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	3		
6	The problem should be studied in detail before it has to be implemented	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2	3		
7	High cost of production due to increase in wages, in export-oriented industry should be stopped	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
8	By voluntary acceptance by the people	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9	Partial freezing of additional D.A. by merging it in Provident Fund Account is desirable	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1		
10	Through various legislations	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—		
11	Can be implemented by applying different methods	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	10	11		
12	No comments	7	9	10	17	3	3	5	17	4	3	—	12	1	5	8	3	106	213		
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3-282  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 157 : (a) Do you suggest a policy of 'Wage Freeze'? (b) If so, how can it be implemented under the existing system? (Reply to part (b) only)	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	By holding the general price line, specially of consumer goods . . .	—	—	—	—	—	—	—	—	—	1	—	—	1	2
2	By voluntary acceptance by the people/ equal sacrifices . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
3	No comments . . .	12	4	2	15	1	1	5	3	1	2	3	3	86	138
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-282

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 157 : (a) Do you suggest a policy of 'wage freeze'? (b) If so, how can it be implemented under the existing system? [Reply to part (b) only]	State	Central Trade Unions								Employers Associations					
			I.N.T.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	By holding the general price line, specially of consumer goods . . .		—	—	—	—	—	—	—	1	—	—	—	—	—	3
2	The problem should be studied in detail before it has to be implemented . . .		—	—	—	—	—	—	—	—	—	—	1	1	—	1
3	By holding the general price line, specially of consumer goods; By banning any further wage increase . . .		—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	By various methods . . .		—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	No comments . . .		1	38	—	22	3	2	1	8	1	5	—	2	1	20
TOTAL . . .			1	38	—	22	3	2	1	9	1	5	1	3	1	26



TABLE No. 2-283  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 157 : (a) Do you suggest a policy of 'Wage freeze'? (b) If so, how can it be implemented under the existing system? (c) What are the implications of this policy for other incomes? [Reply to part (c) only]																				Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1 Business profits and professional incomes grow up . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
2 There will be hardships for the working class especially if prices are not controlled . . . . .	—	—	—	1	1	—	—	—	2	1	1	—	—	—	—	—	1	—	—	1	8
3 There will be initial hardship which will be mitigated in due course . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2	3	5
4 When there is wage freeze, other incomes should be frozen . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	1	—	2	1	1	—	—	1	7
5 Fiscal and monetary policies will have to be suitably re-oriented . . . . .	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
6 No comments . . . . .	7	8	9	8	9	20	5	3	4	16	5	3	—	12	—	5	6	3	122	228	
TOTAL . . . . .	7	9	10	9	10	22	.5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3-283  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 157 :															Total
	(a) Do you suggest a policy of 'Wage freeze'?															
	(b) If so, how can it be implemented under the existing system?															
	(c) What are the implications of this policy for other incomes?															
	[Reply to part (c) only]															
	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	2	—	—	—	—	—	1	—	—	1	1	—	7	12		
2	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
3	10	4	2	14	1	1	4	3	1	2	2	3	81	128		
TOTAL															141	

TABLE No. 4-283

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 157 :	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	There will be hardships for the working class especially if prices are not controlled . . . . .	—	3	—	1	1	—	—	—	1	—	—	—	—	1
2	There will be initial hardships which will be mitigated in due course . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3	When there is wage freeze, other incomes should also freeze . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	No comments . . . . .	1	95	—	21	2	2	1	9	—	5	1	3	1	23
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-284  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 158 :	Government Departments					Enterprises/Undertakings					Employers Associations					Workers Unions					Others					Total					
		State					Private					Central Organisations					State/Regional Branches					All India Unions (Industry-wise)						Research and Other Institutions				
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Other Unions	Research and Other Institutions	Individuals										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23										
1	Undoubtedly, there is a need . . .	2	12	3	43	13	3	6	3	1	1	2	26	5	8	4	10	—	—	2	10	154										
2	No. . . . .	1	1	—	5	4	—	2	1	—	—	—	4	—	3	—	4	—	1	4	1	31										
3	Parity is existing in our unit . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2										
4	Yes, to the extent that one is profit making, while the other is not . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1										
5	No, if we take the net advantage of a job while comparing various wages . . .	—	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	2										
6	Should be left to collective bargaining . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1										
7	No comments . . . . .	15	8	19	25	28	1	14	7	1	1	—	53	1	31	11	37	11	14	27	29	333										
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524										

TABLE No. 2-284  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 158 : (a) Is there a need for sectoral balance in wage structure between the public and private sector?	Industry																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	Undoubtedly there is a need	2	4	4	7	3	1	4	7	5	1	1	4	2	3	4	1	45	98		
2	No.	—	1	—	3	—	1	1	2	—	—	—	1	—	2	—	—	5	16		
3	Parity is existing in our unit	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
4	No. if we take the net advantage of a job while comparing various wages	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
5	Should be left to collective bargaining	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1		
6	No comments	5	4	6	12	2	1	1	7	1	2	—	7	—	1	4	2	75	130		
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3-284  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 158 :	(a) Is there a need for sectoral balance in wage structure between the public and private sectors?																
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16			
1	Undoubtedly, there is a need	3	—	—	4	—	1	2	—	—	—	2	1	14	27			
2	No.	2	—	—	1	—	—	1	—	1	—	—	—	3	8			
3	No, if we take the net advantage of a job while comparing various wages	—	—	—	—	—	—	—	—	—	—	—	—	1	1			
4	No comments	7	4	2	10	1	—	2	3	—	3	1	2	70	105			
Total		12	4	2	15	1	1	5	3	1	3	3	3	88	141			

TABLE No. 4-284  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number		Central Trade Unions										Employers Associations					
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
				I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	Undoubtedly, there is a need			1	14	—	2	3	—	—	2	1	—	1	2	—	14
2	No			—	1	—	1	—	1	—	1	—	—	—	1	—	3
3	Parity is existing in our unit			—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	No, if we take into account the net advantages of a job while comparing various wages			—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	No comments			—	23	—	19	—	1	1	6	—	5	—	—	1	7
	Total	1	38	—	22	3	2	1	9	1	5	1	3	1	1	26	

TABLE No. 1-285  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments										Enterprises/Undertakings				Employers Associations				Workers unions					Others				Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																						
	State					Central Sphere					Co-operative		Large-size		Medium-size		Small-size		Other Unions				Research and Other Institutions				Individuals																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																							
	Central	Labour	Others (including Local Bodies)	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29		30	31	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67	68	69	70	71	72	73	74	75	76	77	78	79	80	81	82	83	84	85	86	87	88	89	90	91	92	93	94	95	96	97	98	99	100	101	102	103	104	105	106	107	108	109	110	111	112	113	114	115	116	117	118	119	120	121	122	123	124	125	126	127	128	129	130	131	132	133	134	135	136	137	138	139	140	141	142	143	144	145	146	147	148	149	150	151	152	153	154	155	156	157	158	159	160	161	162	163	164	165	166	167	168	169	170	171	172	173	174	175	176	177	178	179	180	181	182	183	184	185	186	187	188	189	190	191	192	193	194	195	196	197	198	199	200	201	202	203	204	205	206	207	208	209	210	211	212	213	214	215	216	217	218	219	220	221	222	223	224	225	226	227	228	229	230	231	232	233	234	235	236	237	238	239	240	241	242	243	244	245	246	247	248	249	250	251	252	253	254	255	256	257	258	259	260	261	262	263	264	265	266	267	268	269	270	271	272	273	274	275	276	277	278	279	280	281	282	283	284	285	286	287	288	289	290	291	292	293	294	295	296	297	298	299	300	301	302	303	304	305	306	307	308	309	310	311	312	313	314	315	316	317	318	319	320	321	322	323	324	325	326	327	328	329	330	331	332	333	334	335	336	337	338	339	340	341	342	343	344	345	346	347	348	349	350	351	352	353	354	355	356	357	358	359	360	361	362	363	364	365	366	367	368	369	370	371	372	373	374	375	376	377	378	379	380	381	382	383	384	385	386	387	388	389	390	391	392	393	394	395	396	397	398	399	400	401	402	403	404	405	406	407	408	409	410	411	412	413	414	415	416	417	418	419	420	421	422	423	424	425	426	427	428	429	430	431	432	433	434	435	436	437	438	439	440	441	442	443	444	445	446	447	448	449	450	451	452	453	454	455	456	457	458	459	460	461	462	463	464	465	466	467	468	469	470	471	472	473	474	475	476	477	478	479	480	481	482	483	484	485	486	487	488	489	490	491	492	493	494	495	496	497	498	499	500	501	502	503	504	505	506	507	508	509	510	511	512	513	514	515	516	517	518	519	520	521	522	523	524	525	526	527	528	529	530	531	532	533	534	535	536	537	538	539	540	541	542	543	544	545	546	547	548	549	550	551	552	553	554	555	556	557	558	559	560	561	562	563	564	565	566	567	568	569	570	571	572	573	574	575	576	577	578	579	580	581	582	583	584	585	586	587	588	589	590	591	592	593	594	595	596	597	598	599	600	601	602	603	604	605	606	607	608	609	610	611	612	613	614	615	616	617	618	619	620	621	622	623	624	625	626	627	628	629	630	631	632	633	634	635	636	637	638	639	640	641	642	643	644	645	646	647	648	649	650	651	652	653	654	655	656	657	658	659	660	661	662	663	664	665	666	667	668	669	670	671	672	673	674	675	676	677	678	679	680	681	682	683	684	685	686	687	688	689	690	691	692	693	694	695	696	697	698	699	700	701	702	703	704	705	706	707	708	709	710	711	712	713	714	715	716	717	718	719	720	721	722	723	724	725	726	727	728	729	730	731	732	733	734	735	736	737	738	739	740	741	742	743	744	745	746	747	748	749	750	751	752	753	754	755	756	757	758	759	760	761	762	763	764	765	766	767	768	769	770	771	772	773	774	775	776	777	778	779	780	781	782	783	784	785	786	787	788	789	790	791	792	793	794	795	796	797	798	799	800	801	802	803	804	805	806	807	808	809	810	811	812	813	814	815	816	817	818	819	820	821	822	823	824	825	826	827	828	829	830	831	832	833	834	835	836	837	838	839	840	841	842	843	844	845	846	847	848	849	850	851	852	853	854	855	856	857	858	859	860	861	862	863	864	865	866	867	868	869	870	871	872	873	874	875	876	877	878	879	880	881	882	883	884	885	886	887	888	889	890	891	892	893	894	895	896	897	898	899	900	901	902	903	904	905	906	907	908	909	910	911	912	913	914	915	916	917	918	919	920	921	922	923	924	925	926	927	928	929	930	931	932	933	934	935	936	937	938	939	940	941	942	943	944	945	946	947	948	949	950	951	952	953	954	955	956	957	958	959	960	961	962	963	964	965	966	967	968	969	970	971	972	973	974	975	976	977	978	979	980	981	982	983	984	985	986	987	988	989	990	991	992	993	994	995	996	997	998	999	1000	1001	1002	1003	1004	1005	1006	1007	1008	1009	1010	1011	1012	1013	1014	1015	1016	1017	1018	1019	1020	1021	1022	1023	1024	1025	1026	1027	1028	1029	1030	1031	1032	1033	1034	1035	1036	1037	1038	1039	1040	1041	1042	1043	1044	1045	1046	1047	1048	1049	1050	1051	1052	1053	1054	1055	1056	1057	1058	1059	1060	1061	1062	1063	1064	1065	1066	1067	1068	1069	1070	1071	1072	1073	1074	1075	1076	1077	1078	1079	1080	1081	1082	1083	1084	1085	1086	1087	1088	1089	1090	1091	1092	1093	1094	1095	1096	1097	1098	1099	1100	1101	1102	1103	1104	1105	1106	1107	1108	1109	1110	1111	1112	1113	1114	1115	1116	1117	1118	1119	1120	1121	1122	1123	1124	1125	1126	1127	1128	1129	1130	1131	1132	1133	1134	1135	1136	1137	1138	1139	1140	1141	1142	1143	1144	1145	1146	1147	1148	1149	1150	1151	1152	1153	1154	1155	1156	1157	1158	1159	1160	1161	1162	1163	1164	1165	1166	1167	1168	1169	1170	1171	1172	1173	1174	1175	1176	1177	1178	1179	1180	1181	1182	1183	1184	1185	1186	1187	1188	1189	1190	1191	1192	1193	1194	1195	1196	1197	1198	1199	1200	1201	1202	1203	1204	1205	1206	1207	1208	1209	1210	1211	1212	1213	1214	1215	1216	1217	1218	1219	1220	1221	1222	1223	1224	1225	1226	1227	1228	1229	1230	1231	1232	1233	1234	1235	1236	1237	1238	1239	1240	1241	1242	1243	1244	1245	1246	1247	1248	1249	1250	1251	1252	1253	1254	1255	1256	1257	1258	1259	1260	1261	1262	1263	1264	1265	1266	1267	1268	1269	1270	1271	1272	1273	1274	1275	1276	1277	1278	1279	1280	1281	1282	1283

TABLE No. 1-285—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14	By evolving national standards for different wage differentials for lower and middle income groups . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15	By evolving a suitable labour policy . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
16	By appointing Pay Commission once in every ten years . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	It should be achieved without the element of fringe benefits . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18	By fixing upper and lower limits of pay for different categories . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
19	It should be achieved through uniform legislation . . . . .	—	—	—	—	2	—	—	—	—	—	—	2	—	1	—	—	—	—	—	—	5
20	Perhaps not possible to achieve . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21	It has been achieved by us . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
22	It is a matter for the Govt. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
23	By standardising the wage structure & other amenities for all industries; by bipartite or tripartite settlement between the managements & unions of Public and Private sectors at national level . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24	No comments . . . . .	18	12	20	36	37	3	18	8	2	1	1	66	3	36	12	44	11	15	32	32	407
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

### REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

[illegible]

TABLE No. 2-285—(cont'd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
16	By fixing upper and lower limits of pay for different categories. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
17	It should be achieved through uniform legislation . . . . .	1	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	4
18	It has been achieved by us . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	It is a matter for the Government . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
20	By standardising the wage structure and other amenities for all industries; by bipartite or tripartite settlement between the managements and unions of Public and Private Sectors at national level . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
21	No comments . . . . .	6	7	9	15	2	2	2	11	2	3	—	11	—	4	4	2	92	172
TOTAL . . . . .		7	9	10	22	5	3	6	18	6	9]	1	12	2	6	8	3	127	248

TABLE No. 3-285  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 158 : (a) Is there a need for sectoral balance in wage structure between the public and private sector? (b) If there is, how should it be achieved? [Reply to part (b) only]															Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Road Transport	Rail Transport	Others	
1	Left to the experts . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
2	Public sector units should be strictly run on commercial basis . . . . .		—	—	—	—	—	—	—	—	—	—	1	1	—	2
3	By standardising the structure and other amenities for all industries . . . . .		3	—	—	3	—	—	—	—	—	—	—	—	5	11
4	No preferential treatment should be given to public sector undertakings . . . . .		—	—	—	—	—	—	1	—	—	—	1	—	3	5
5	It should be achieved through uniform legislation . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	No comments . . . . .		9	4	2	12	1	1	4	3	1	3	1	2	78	121
	Total . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-285  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 158 : (a) Is there a need for sectoral balance in wage structure between the public and private sectors ? (b) If there is, how should it be achieved ? [Reply to part (b) only]	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Left to the experts . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
2	While fixing wage structure the wages prevailing in said type of industry in the same region should be taken into consideration . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3	Public sector units should be strictly run on commercial lines . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1
4	By standardising the wage structure and other amenities for all industries . . . . .	1	8	—	—	1	—	—	—	—	—	1	1	—	1
5	No preferential treatment should be given to public sector undertakings . . . . .	—	2	—	—	1	—	—	—	1	—	—	—	—	2
6	By joint review of wage decision . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	By evolving a suitable Labour Policy . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	It should be achieved through uniform legislation . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
9	It has been achieved by us . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10	No comments . . . . .	—	26	—	21	1	2	1	9	—	5	—	2	1	17
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-286  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 159(a) : What are the existing practices in re- gard to payment of wages in kind ?	Government Departments					Enterprises/Undertakings					Employers' Associations					Workers unions					Others					Total																																								
		State					Private					Central Organisations					State/Regional Branches					Other Associations/Organisations						Central Trade Unions					State/Regional Branches					All India Unions (Industry-wise)					Large-size					Medium-size					Small-size					Research and Other Institutions					Individuals				
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals																																														
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																																													
1	No practice of paying wages in kind (in organised industries) . . . . .	2	3	2	37	14	—	6	5	1	—	—	22	2	4	3	5	—	1	5	4	116																																													
2	Since cash money has greater value, payment in kind is not suggested . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2																																													
3	It is not in vogue except in agriculture/plantation, Hotel, rice Mill . . . . .	—	12	1	1	2	2	2	—	—	—	—	2	2	6	2	5	—	1	3	1	42																																													
4	Yes, grains, rice, food, tea etc., are given . . . . .	—	—	—	—	1	—	—	—	—	—	—	2	—	—	—	4	—	—	—	—	7																																													
5	This system should be discouraged in industries . . . . .	—	—	—	—	—	—	2	—	—	—	—	5	—	1	—	1	—	—	—	—	9																																													
6	Free housing facilities, electricity, medical amenities and education etc. . . . .	—	—	—	3	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	4																																													
7	Supply of food, coal, clothing etc. at concessional rates where practicable . . . . .	—	1	—	3	1	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	7																																													
8	It is not practicable under the present circumstances . . . . .	—	—	—	—	—	—	1	—	—	—	—	3	—	—	—	—	—	—	—	1	5																																													
9	Payment of wages in kind is on the decline . . . . .	—	1	1	3	2	—	1	1	—	—	—	3	2	1	2	1	—	—	—	—	18																																													
10	Free housing facilities, electricity, medical, education and supply of food, coal, clothing etc. at concessional rates where practicable . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																																													
11	No comments . . . . .	16	3	19	27	25	2	11	5	1	2	1	45	1	30	8	34	11	13	25	33	312																																													
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524																																													

TABLE No. 2-286

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 159(a) What are the existing practices in regard to payment of wages in kind?	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
				All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	No practice of paying wages in kind in organised industries . . . . .	1		1	4	2	12	2	2	2	9	—	—	1	4	—	5	1	1	39	85
2	Since cash money has greater value, payment in kind is not suggested. . . . .	1		1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3	It is not in vogue except in agriculture (Plantations) Hotel, Rice Mills etc. . . . .	—		—	—	2	1	—	—	—	1	—	—	—	—	—	—	—	—	5	9
4	Yes, grains, rice, tea etc., are given . . . . .	—		—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	3
5	This should be discouraged in industries . . . . .	—		—	—	—	1	—	—	1	—	—	—	—	—	—	—	—	1	4	7
6	Free houses, electricity, medical aids & education are given in some cases . . . . .	—		—	—	—	—	—	—	—	—	2	—	—	—	—	—	1	—	1	4
7	Supply of food, fuel & clothing are given wherever they are possible . . . . .	—		—	1	—	—	—	—	1	—	—	—	—	—	1	—	—	—	2	5
8	It is not practicable under the present circumstances . . . . .	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	4
9	Payment of wages in kind is on the decline . . . . .	1		1	1	—	1	1	—	1	1	—	—	—	—	1	1	—	—	2	10
10	Free housing, fuel, clothing, medical attention, education etc., at concessional rates are given wherever it is possible to do so. . . . .	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11	No comments . . . . .	4		4	—	6	7	2	1	1	7	4	3	—	8	—	—	5	1	70	119
	TOTAL . . . . .	7		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-286  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 159(a) What are the existing practices in regard to payment of wages in kind ?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	No practice of paying wages in kind (in organised industries)	—	—	—	3	—	1	—	1	—	1	1	—	8	15
2	It is not in vogue except in agriculture, plantations, hotel, rice mills, etc.	3	—	—	3	—	—	—	—	—	—	—	1	9	16
3	Yes, grain, rice, food articles, tea, etc., are given	4	—	—	—	—	—	—	—	—	—	—	—	—	4
4	This system should be discouraged in industries	—	—	—	—	—	—	—	—	—	—	—	1	1	2
5	Supply of food, fuel, clothing etc., at concessional rates are given wherever possible/practicable	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	Payment of wage in kind is on the decline	—	1	—	—	—	—	2	—	—	—	1	—	2	6
7	No comments	5	3	2	9	1	—	3	2	1	2	1	1	67	97
Total		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-286  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 159(a) What are the existing practices in regard to payment of wages in kind?	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	No practice of paying wages in kind (in organised industries)	—	3	—	1	1	1	—	2	—	—	—	1	—	11
2	Since cash money has greater value, payment in kind is not suggested	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3	It is not in vogue except in agriculture/plantation, hotel, rice mill, etc.	1	10	—	1	1	—	—	1	—	—	—	—	—	1
4	Yes, grains, food, tea etc., are given	—	1	—	—	—	—	—	1	—	—	—	—	—	1
5	This system should be discouraged in industries	—	—	—	1	—	—	—	—	—	—	—	—	—	—
6	Supply of food, coal, clothing etc. at concessional rates wherever practicable	—	—	—	—	—	—	—	—	—	—	—	—	—	3
7	It is not practicable under the present circumstances	—	—	—	—	—	—	—	—	—	—	—	—	—	2
8	Payment of wages in kind is on the decline	—	3	—	—	1	—	—	—	1	—	—	—	—	1
9	Free housing facilities, electricity, medical, education and supply of food, coal, clothing etc., at concessional rates wherever practicable	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10	No comments	—	21	—	19	—	1	1	5	—	5	1	1	1	6
	TOTAL	1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-287

**REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS**

Serial Number		Government Departments					Enterprises/Undertakings					Employers' Associations					Workers Unions					Others	
		State					Private																
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1	Yes	—	—	—	2	2	1	—	—	—	—	—	1	1	—	—	1	—	—	—	—	9	
2	No	—	12	3j	33	8	1	10	4	—	—	—	24	1	3	1	5	1	—	4	—	116	
3	Yes, to all labour intensive industries, particularly coal and other mines, plantation or wherever it is possible	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1	1	—	—	—	—	3	
4	Yes, subject to better quality & better distribution of commodities	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	2	
5	Yes, through fair price shops accommodation, subsidy and loans	—	—	—	1	—	—	—	—	—	—	—	1	1	—	1	1	—	—	—	—	5	
6	Yes, when there is price freeze and wage freeze	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	2	
7	Yes, if the Government makes suitable arrangements	—	2	—	1	—	—	—	—	—	—	—	2	1	—	—	—	—	—	—	—	6	
8	Yes, it need not be disturbed, wherever it is prevalent	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
9	No comments	18	7	20	37	34	2	14	7	2	2	2	56	3	38	12	40	10	14	29	33	380	
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2-287  
**REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)**

Serial Number	Q. No. 159 (a) What are the existing practices in regard to payment of wages in kind? (b) Would you suggest its extension to units where it is not obtaining at present? [Reply to (b) only]	2	3	All Plantations	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Yes . . . . .				1	1	—	1	—	1	—	—	—	—	—	—	—	—	—	—	2
2	No . . . . .		3	3	3	1	11	—	2	3	7	2	—	1	1	1	5	3	1	36	80
3	Yes, to all labour intensive industries, coal & other mines plantation or wherever it is possible . . . . .																				1
4	Yes, through fair price shops accommodation, subsidy and loans . . . . .											1	—	—	—	—	—	—	—	1	2
5	Yes, if the Govt. makes suitable arrangements . . . . .						1	—	—	—	—	—	—	—	—	1	—	—	—	1	3
6	No comments . . . . .		4	5	5	8	10	4	1	2	11	3	3	—	11	—	1	5	2	86	156
Total			7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3-287  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 159 (a) What are the existing practices in regard to payment of wages in kind? (b) Would you suggest its extension to units where it is not obtaining at present [ Reply to part (b) only ]	Industry-wise Distribution of Respondents (Unions)															Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	Yes . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	1	2		
2	No . . . . .	—	—	—	3	—	—	1	—	—	—	1	1	5	11		
3	Yes, to all labour intensive industries, particularly, coal and other mines, plantations or wherever it is possible . . . . .	1	1	—	—	—	—	—	—	—	—	—	—	—	2		
4	Yes, subject to better quality and better distribution of commodities . . . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	2		
5	Yes, through fair price shops, accommodation, subsidy and loans/or areas where there is difficulty . . . . .	—	—	—	—	—	—	—	—	—	1	—	—	2	3		
6	Yes, when there is price freeze and wage freeze . . . . .	2	—	—	—	—	—	—	—	—	—	—	—	—	2		
7	Yes, if the Government makes suitable arrangements . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
8	Yes, but it need not be disturbed wherever it is prevalent . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9	No comments . . . . .	9	3	2	11	1	1	3	3	1	2	2	1	78	117		
TOTAL . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141		

TABLE No. 4-287  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 159 (a) What are the existing practices in regard to payment of wages in kind? (b) Would you suggest its extension to units where it is not obtaining at present? [Reply to part (b) only]	Central Trade Unions										Employers' Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	12	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates	
1		3		5	6	7	8	9	10	11	12	13	14	15	16		
1	Yes . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—		
2	No . . . . .	—	2	—	1	—	—	—	2	—	—	—	1	—	17		
3	Yes, to all labour intensive industries, particularly, coal and other mines, plantations, or wherever it is possible . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—		
4	Yes, subject to better quality and better distribution of commodities . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—		
5	Yes, if the Government makes suitable arrangements . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	1		
6	Yes, but it should not be disturbed wherever it is prevalent . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—		
7	No comments . . . . .	1	34	—	21	1	2	1	5	—	5	1	2	1	8		
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26		

TABLE No. 1-288

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 160(a) :	Government Departments										Enterprises/Undertakings					Employers' Associations				Workers' unions					Others		Total									
		State					Central Sphere					Private					Other Unions				Research and other Institutions																
		Labour					Others (including Local Bodies)					State Sphere					Co-operative					Large-size					Medium-size					Small-size					
		Central	4	3	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23														
1	It is in vogue with us	1	3	1	29	11	2	1	2	—	—	—	14	2	2	2	3	—	—	—	1	74															
2	It is not in vogue with us	—	1	3	1	1	—	—	—	—	—	—	4	—	1	—	3	—	1	2	—	17															
3	It is done mainly in organised industries	—	—	—	4	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1	—	6															
4	It is very common since it facilitates calculation of wages	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2															
5	It is not very common so far as our unit is concerned	—	2	—	1	3	—	1	1	—	—	—	4	—	—	—	—	—	—	—	1	13															
6	It is prevalent in Govt. undertakings, etc.	2	—	—	3	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	6															
7	Mostly unskilled labourers are paid on time-scale	—	—	—	1	1	—	1	1	—	—	—	7	—	1	1	1	—	—	1	—	17															
8	There is nothing wrong in doing so	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1															
9	All classes of workers in our unit are paid on time-scale	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1															
10	It is common	—	9	—	11	3	—	7	2	—	—	1	8	2	2	1	3	—	—	2	3	54															
11	Unskilled workers are paid on time-scale in sugar industry	—	—	—	—	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2															
12	It is common in engineering industries	—	—	—	—	—	—	—	—	—	—	—	—	1	4	1	3	—	—	—	—	9															
13	It depends upon the type of industry and nature of its production	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	2															
14	No comments	15	4	18	22	25	1	13	5	2	2	1	45	2	32	10	37	11	14	27	34	320															
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524															

TABLE No. 2-288

REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 160(a) :	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16 <sup>a</sup>	17	18	19	20	Total
	To what extent is the method of paying unskilled workers on time scale of pay common ?			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Product	Paper & Paper Pulp	Ports and docks		
1	It is in vogue with us . . . . .			1	2	3	2	2	—	—	7	2	—	1	4	2	3	2	—	—	28	59
2	It is not in vogue with us . . . . .			1	—	—	4	—	—	—	—	—	—	—	—	—	—	—	—	—	1	6
3	It is done mainly in organised industries . . . . .			—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	3	5
4	It is very common since it facilitates calculation of wages . . . . .			—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	It is not very common as far as unit is concerned . . . . .			—	1	—	1	—	—	1	1	—	—	—	—	—	—	—	—	—	6	10
6	It is prevalent in Government undertaking etc. . . . .			—	—	—	—	—	1	2	—	—	—	—	—	—	—	—	1	—	—	4
7	Mostly unskilled workers are paid on time scale . . . . .			1	3	—	4	—	—	—	—	—	—	—	—	—	—	—	—	—	3	11
8	There is nothing wrong in doing so . . . . .			—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
9	It is common . . . . .			—	1	—	3	1	2	—	3	3	—	—	—	—	1	2	1	1	15	32
10	These are paid on time-scale in sugar industry . . . . .			—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
11	It depends upon the type of industry and nature of its production . . . . .			—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1
12	No comments . . . . .			4	1	5	8	2	—	2	6	1	3	—	8	—	—	4	1	1	71	116
	TOTAL . . . . .			7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248	

TABLE No. 3-288  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 160(a) : To what extent is the method of paying unskilled workers on time scale of pay common ?																	Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16			
1	It is in vogue with us . . . . .	—	—	—	—	—	1	2	—	1	—	1	—	4	9			
2	It is not in vogue with us . . . . .	3	—	—	—	—	—	—	—	—	—	—	—	2	5			
3	It is very common since it facilitates calculation of wages . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	1			
4	Mostly unskilled workers are paid on time scale . . . . .	—	—	—	11	—	—	—	—	—	—	1	—	1	3			
5	It is common . . . . .	—	—	—	3	—	—	—	—	—	—	—	—	5	8			
6	It is common in engineering industries . . . . .	2	—	—	2	—	—	—	—	—	—	—	—	5	9			
7	No comments . . . . .	7	4	2	9	1	—	3	3	—	3	1	2	71	106			
Total		12	4	2	15	1	1	5	3	1	3	3	3	88	141			

TABLE No. 4-288  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 160 (a) : To what extent is the method of paying unskilled workers on time scale of pay common ?	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	P16
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	It is in vogue with us . . .	—	4	—	3	1	—	—	—	—	—	—	—	—	7
2	It is not in vogue with us . . .	—	1	—	—	—	1	—	—	—	—	—	—	—	2
3	It is done mainly in organised industries	—	—	—	—	—	—	—	—	—	—	—	1	—	—
4	It is very common since it facilitates calculation of wages . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
5	It is not very common . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6	Mostly unskilled workers are paid on time scale . . .	—	—	—	1	—	—	—	1	—	—	—	—	—	1
7	There is nothing wrong in doing so . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	It is common . . .	—	1	—	—	2	—	—	2	—	—	—	1	—	7
9	It is common in Engineering industries . . .	1	8	—	—	—	—	—	—	—	—	—	—	—	—
10	No comments . . .	—	23	—	18	—	1	1	6	1	5	1	1	1	7
TOTAL . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1.289  
 REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 160 : (a) To what extent is the method of paying unskilled workers on time scale of pay common ? (b) Would you favour its extension ? [Reply to part (b) only]	Government Departments					Enterprises/Undertakings					Employers Associations					Workers' Unions					Others	Total
		State					Private					Other Unions					Other Unions						
		Central	Labour	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small size	Research and Other Institutions	Individuals		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1	Yes	—	2	1	19	5	2	3	2	—	—	—	8	6	7	3	10	—	—	3	5	76	
2	No]	—	3	1	5	3	—	3	1	—	—	—	11	—	1	—	1	—	2	3	—	34	
3	To some extent	—	1	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3	
4	Only in certain cases	—	—	—	—	1	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	3	
5	No, since it develops lethargy in the workers regarding production	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1	
6	We prefer its replacement by payment by result system	—	1	—	12	—	—	—	—	—	—	—	6	—	—	—	—	—	—	—	—	19	
7	We prefer its replacement by piece-rate system	—	5	—	—	1	—	1	—	—	—	—	3	—	1	—	—	—	—	—	2	13	
8	Their wages should be determined on market rates	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
9	It should not be extended to temporary employees	—	—	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	2	
10	It would depend upon the type of industry and nature of its production	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	3	
11	We favour incremental time scales for all workers	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	
12	We prefer its replacement by job rates system	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
13	We prefer its replacement by piece-rate and time rate system	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	
14	No comments	18	8	19	36	35	2	16	6	2	2	2	52	1	33	12	38	11	13	27	33	366	
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524	

TABLE No. 2-289

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 160 : (a) To what extent is the method of paying un-skilled workers on time scale of pay common ? (b) Would you favour its extension ? [Reply to part (b) only]	Industry																			Total
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Yes				2	2	3	3		2	8				1		2	1	1	14	39
2	No			1		1	6			1	1	1		1		1	2	1	1	6	23
3	To some extent										1									1	2
4	Only in certain cases				1		1													1	3
5	No, since it develops lethargy in the workers regarding production																				1
6	We prefer its replacement by 'payment by result' system				1																18
7	We prefer its replacement by piece-rate system			1					1											17	18
8	It should not be extended to temporary employees						1													2	5
9	It would depend upon the type of industry and nature of its production					1														1	2
10	We prefer its replacement by piece-rate/time-rate system									1											1
11	No comments			5	5	6	11	2	2	2	8	5	3		11	1	2	6	1	83	153
TOTAL				7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-289  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 160 : (a) To what extent is the method of paying unskilled workers on time scale of pay common ? (b) Would you favour its extension ? [Reply to part (b) only]	REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Yes	3	—	—	4	—	1	2	—	—	—	1	1	14	26	
2	No	2	—	—	—	—	—	—	1	—	—	—	—	1	4	
3	We prefer its replacement by piece-rate system	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
4	It would depend upon the type of In- dustry and nature of its production	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
5	We favour incremental time scales for all workers	—	—	—	1	—	—	—	—	—	—	—	—	—	1	
6	No comments	7	4	2	10	1	—	3	2	1	3	2	2	71	108	
TOTAL		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4-289  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 160 : (a) To what extent is the method of paying unskilled workers on time scale of pay common ? (b) Would you favour its extension ? [Reply to part (b) only]	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes	1	14	—	1	3	—	—	2	—	—	—	1	—	1
2	No	—	1	—	—	—	1	—	—	—	—	—	—	—	6
3	To some extent	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	Only in certain cases	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	We prefer its replacement by 'payment by result' system	—	—	—	—	—	—	—	—	—	—	—	—	—	2
6	We prefer its replacement by piece-rate system	—	1	—	—	—	—	—	—	—	—	—	—	—	2
7	No comments	—	22	—	21	—	1	1	7	1	5	1	2	1	13
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-290

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No. 161 (a) : Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage, the other depending on price changes and the third which takes into account productivity changes?	Government Departments					Enterprises/Undertakings					Employers Associations				Workers Unions				Others			Total
		State		Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Other Unions			Research and Other Institutions	
		Central	Labour																Others (including Local Bodies)	6	7		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1	Yes . . . . .	3	10	3	47	11	3	11	3	1	—	1	28	2	7	3	11	—	1	3	4	152	
2	No . . . . .	—	1	—	1	1	—	—	2	—	—	—	3	—	—	—	1	—	—	2	2	13	
3	This is already in operation wherever the incentive systems are in force . . .	—	1	—	1	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	4	
4	Only two, basic wage and productive wage . . . . .	—	—	—	1	—	—	1	—	—	1	1	1	—	1	1	—	—	—	—	1	8	
5	Not in those industries where the price has been frozen by the Government .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2	
6	Only two, basic wage and dearness allowance . . . . .	—	—	—	3	7	—	2	—	—	—	—	3	4	5	—	3	—	1	—	2	30	
7	Since productivity aspect is taken into account in wage fixation itself, there is no need for a separate component . . .	—	—	—	1	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	3	
8	Only when jobs are standardised, the 3rd component can be introduced . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	2	
9	Yes, if the basic wage is related to a reasonable norm . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	
10	In theory, it is reasonable, but in practice it is difficult to implement it . . .	—	3	—	1	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	6	
11	The first two only and the third should come as an incentive . . . . .	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	3	
12	Such things are already in existence, anything over and above these should be paid at the double rate . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	

TABLE No. 1-290—(Contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
13	No, there should be a system of index bound pay packet bracketing basic and D.A. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
14	Only two basic wage and D.A., if basic wage is related to a reasonable norm . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
15	No comments . . . . .	15	5	20	17	24	1	8	6	1	1	—	44	1	28	10	35	11	13	27	29	296
Total . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-290

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 161 : (a) Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage, the other depending on price wages and a third which takes into account productivity changes?	Industry-wise Distribution of Respondents																			Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	Yes . . . . .	2	5	3	6	2	3	6	10	5	1	1	1	1	5	4	1	49	105		
2	No . . . . .	1	1	1	2	—	—	—	—	—	—	—	—	—	—	—	—	2	7		
3	This is already in operation wherever the incentive systems are in force . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	1	3		
4	Only two, basic wage and productivity wage . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—	—	—	3	5		
5	Not in those industries where the price has been frozen by the government . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
6	Only two, basic wage and dearness allowance . . . . .	—	2	—	5	1	—	—	—	—	—	—	2	1	1	—	—	3	15		
7	Since productivity aspect is taken into account in wage fixation itself, there is no need for a separate component . . . . .	—	—	—	2	—	—	—	1	—	—	—	—	—	—	—	—	—	3		
8	Only when jobs are standardised, the 3rd component can be introduced . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
9	Yes, if the basic wage is related to a reasonable norm . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
10	In theory, it is reasonable, but in practice it is difficult to implement it . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	1	3		
11	The first two only and the third should come as an incentive . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
12	No comments . . . . .	4	—	5	7	2	—	—	6	1	2	—	8	—	—	3	1	63	102		
Total		7	9	10	22	5	9	6	18	6	3	1	12	2	6	8	3	127	248		

TABLE No. 3-290  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 161: Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage, the other depending on price changes and the third which takes into account productivity changes?	Industry														Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others		
i	'2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Yes . . . . .	4	—	—	4	—	1	2	1	1	—	—	1	10	24	
2	No . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1	
3	Only two, basic wage and productivity wage . . . . .	—	—	—	—	—	—	—	—	—	—	1	—	1	2	
4	Only two, basic wage and dearness allowance . . . . .	2	—	—	2	—	—	—	—	—	—	1	—	8	13	
5	The first two only and the third should come as an incentive . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	1	
6	Such things are already in existence anything over and above these should be paid at double the rate . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
7	No, there should be a system of index bound pay packet bracketing basic and D.A. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8	No comments . . . . .	6	4	2	9	1	—	2	2	—	3	1	1	67	98	
TOTAL . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141	

TABLE No. 4-290  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNIONS/ASSOCIATION-WISE

Serial Number	Q. No. 161 :	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .	1	16	—	2	1	—	—	1	—	—	—	2	—	14
2	No . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
3	This is already in operation wherever the incentive systems are in force . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	Only two, basic wage and productivity wage . . . . .	—	—	—	1	—	—	—	—	—	—	1	1	—	1
5	Only two, basic wage and dearness allowance . . . . .	—	—	—	4	2	—	—	2	—	—	—	—	—	5
6	Since productivity aspect is taken into account in wage fixation itself, there is no need for a separate component . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	The first two only and the third should come as an incentive . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
8	No, there should be a system of index bound pay . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—
9	No comments . . . . .	—	21	—	15	—	2	1	6	—	5	—	—	1	2
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

Q. No. 161 :  
 (a) Do you favour the suggestion that the total wage packet should consist of three components, namely, the basic wage, the other depending on price changes and third which takes into account productivity changes?

TABLE No. 1-291

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No. 161 :																																									
		Government Departments					Enterprises/undertakings					Employers Associations				Workers unions				Others		Total																				
		State					Private					Central Trade Unions				State/Regional Branches				Other Associations/ Organisations				State/Regional Branches				All India Unions (Industry-wise)				Large-size		Medium-size		Small-size		Research and Other Institutions		Individuals		
		Central	Labour	Others, including Local Bodies	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22		23																			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23																				
1	Payment of extra bonus as an incentive to increase production in the same amount of time should be a good basis . . . .	—	2	—	5	1	—	1	—	—	—	—	2	—	2	1	1	—	—	—	—	1	16																			
2	The basic pay beyond minimum wage fixed should be related to output . . . .	—	—	—	12	—	—	—	—	1	1	1	1	—	—	—	—	—	—	—	1	—	17																			
3	While the basic pay beyond a minimum wage gets its D.A., the 3rd component should be linked with the workers capacity to earn more . . . .	—	1	—	—	2	—	3	—	—	—	—	3	1	4	1	5	—	—	—	—	—	20																			
4	Wage packet must be closely linked with productivity changes . . . .	1	—	1	2	2	—	1	—	—	—	—	5	—	1	1	—	—	1	—	—	—	15																			
5	Application of the principle requires to be studied . . . .	—	—	—	3	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	4																			
6	Overtime should be replaced by incentive bonus . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																			
7	Through periodic wage agreements . . . .	—	1	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	8																				
8	There is little scope to provide for changes in qualitative and quantitative production . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1																			
9	It is already being operated successfully . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2																			
10	Much emphasis should be laid on the 3rd component . . . .	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	2																			
11	Only where the jobs are standardised, the 3rd component can be introduced . . . .	—	—	—	1	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	1	5																			
12	The basic wage should be linked to a pre-determined optimum level of production . . . .	—	1	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2																			
13	Productivity changes should depend on enhanced rates of output . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1																			



TABLE No. 1-291—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
30	By linking D.A. with cost of living index; by incentive payment for higher productivity; incentive scheme should be evolved after work study for different groups of workers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—
31	Wage packet must be closely linked with productivity changes; by linking D.A. with cost of living index . . . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—
32	By linking D.A. with cost of living index; by incentive payment for higher productivity . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—
33	No comments . . . . .	17	7	20	29	32	4	13	8	1	1	—	56	3	34	10	33	11	14	31	33	362
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

### REPLIES TO THE QUESTIONNAIRE--INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

[illegible]

TABLE No. 2-291—(contd.)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
15 Incentive scheme should be evolved after work study for different groups of workers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16 Basic wages and D.A. will continue, if increase in productivity will be 'com.' <sup>a</sup> compensated as incentive wages or as a result of collective bargaining . . . . .	—	—	—	—	3	—	—	—	1	3	1	—	—	—	—	2	1	1	5	17
17 Interests of labour, management and consumers should be kept in view . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18 Difficult to suggest . . . . .	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
19 By increasing food production, helping growth of industries . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20 These are to be different for piece rated and time rated . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21 Basic wage should be linked to a pre-determined optimum level of production; productivity changes should depend on enhanced rates of out-turn . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
22 By assuming the need-based wages as the minimum wage level with equitable wage differentials for higher skilled jobs; by linking D.A. with cost of living index; the basic wage should not vary with the trend of price structure . . . . .	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	—	—	—	—	3
23 Wage packet must be closely-linked with productivity changes; by incentive payment for higher productivity . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24 By linking D.A. with cost of living index; incentive payment for higher productivity; basic wage should not vary with the trend of price structure. . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3
25 Wage packet must be closely linked with productivity changes; by linking D.A. with cost of living index . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	2
26 By linking D.A. with cost of living index; by incentive payment for higher productivity . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	2
27 No comments . . . . .	7	1	1	1	9	12	3	2	2	8	2	2	—	10	—	1	6	2	77	144
TOTAL . . . . .	7	9	7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-291  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 161 :	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Payment of extra bonus as an incentive to increase production in the same amount of time should be a good basis . . .	—	—	—	—	—	—	—	—	—	—	—	1	3	4
2	While the basic pay beyond a minimum wage gets its D.A. the 3rd component should be linked with the worker's capacity to earn more . . .	4	—	—	2	—	—	—	—	—	—	—	—	5	11
3	Wage packet must be closely linked with productivity changes . . .	—	—	—	—	—	—	—	1	—	—	1	—	1	3
4	The basic wage should be linked to pre-determine optimum level of production . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5	By incentive payment for higher productivity . . .	—	—	—	1	—	1	—	—	—	—	—	—	—	2
6	Basic wages and D.A. will continue, if increase in productivity will be compensated as incentive wages or as a result of collective bargaining . . .	—	—	—	1	—	—	1	—	—	—	1	—	2	5
7	50% of the gains of rationalisation should be paid to workers . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
8	It should be left to experts . . .	—	—	—	—	—	—	1	—	—	—	—	1	—	2
9	Basic wage 75%, 20% to be tagged to price index and 10% for productivity changes . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
10	By linking D.A. with cost of living index; by incentive payment for higher productivity; incentive scheme should be evolved after work study for different group of workers . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
11	No comments . . .	8	4	2	9	1	—	3	2	1	3	1	1	75	110
	TOTAL . . .	12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-291

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 161 :	Central Trade Unions										Employers Associations				
		I.N.T.U.C.	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Payment of extra bonus as an incentive to increase production in the same amount of time should be a good basis . . .	—	2	—	1	1	—	—	—	—	—	—	—	—	4	
2	The basic pay beyond minimum wage fixed should be related to output . . .	—	—	—	—	—	—	—	—	—	1	—	2	—	1	
3	Component should be linked with the workers' capacity to earn more . . .	1	10	—	—	—	—	—	—	—	—	—	—	—	—	
4	Wage packet must be closely linked with productivity changes . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	1	
5	Application of the principle requires to be studied . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
6	By incentive payment for higher productivity . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	3	
7	Basic wages and D.A. will continue and increase in productivity will be compensated as incentive wages or as a result of collective bargaining . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	
8	It should be left to experts . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	5	
9	By assuming the need-based wage as the minimum wage level with equitable wage differentials for higher skilled jobs; by linking D.A. with cost of living index; the basic wage should not vary with the trend of price structure . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	
10	By linking D.A. with cost of living index; by incentive payment for higher productivity incentive scheme should be evolved after work study for different groups of workers . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	
11	No comments . . .	—	21	—	21	2	2	1	—	—	—	—	—	1	11	
	TOTAL . . .	1	38	—	22	3	2	1	9	1	5	1	3	1	26	

TABLE No. 1-292  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 162 : (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (See also Q. No. 210)	Government Departments				Enterprises/undertakings						Employers Associations				Workers Unions				Others			Total
		State		Central	Central Sphere	State Sphere	Co-operative	Large-size	Private		Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals		
		Labour	Others (including Local Bodies)						Medium-size	Small-size													
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1	Satisfactory to some extent in public sector . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2	Satisfactory to some extent in private sector . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3	Satisfactory only in certain well established industries . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
4	Not satisfactory in private sector . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	Satisfactory in Government factories . . . . .	—	—	—	2	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
6	Not satisfactory in private factories . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1
7	Satisfactory . . . . .	—	4	4	7	2	2	1	1	—	—	—	10	1	1	—	—	—	—	—	3	1	37
8	Some disparities in wages are there . . . . .	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
9	Satisfactory so far as Administrative part is concerned, there is no effective implementation . . . . .	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	1	1	—	6
10	This Act presents difficulties in the unorganised and rural sectors like agriculture . . . . .	1	5	—	1	—	—	—	—	—	—	—	3	—	—	—	1	—	—	—	1	1	13
11	Not desirable to apply to Act in all cases where neither sweated labour is employed nor exploitation is being done . . . . .	—	—	—	9	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	10
12	Operation of the Act should be extended only to those industries where wage paid is less than the minimum . . . . .	—	—	—	1	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	3
13	Not satisfactory . . . . .	—	4	—	8	4	—	2	3	—	—	—	11	4	12	1	18	—	1	2	7	—	77
14	Act is not applicable to our industries . . . . .	—	—	—	4	3	—	1	—	—	—	—	1	—	—	—	1	—	—	—	—	—	10
15	Fixation of minimum wages has added to the disturbance of Industrial Relations . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	—	—	2
16	Act is not applicable to Sugar Industry . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1

Q. No. 162 :

(a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory?

(See also Q. No. 210)

TABLE No. 1-292—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
17	Act is not applicable to Indian Airlines Corporation . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18	Act is not applicable to Mint . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	Act is not applicable to Mangnese Mining Industry . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20	Act is not applicable to Textile Industry . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
21	Act is not applicable to Mining Industry . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
22	This needs elaborate study . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
23	Act is satisfactory but it presents difficulties in the unorganised and rural sectors like agriculture . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24	No comments . . . . .	17	6	18	38	33	2	17	7	2	2	2	53	2	28	12	30	11	14	26	29	349
Total : . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-292

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 162 : (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (See also Q. 210)	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Satisfactory to some extent in Public Sector . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
2	Satisfactory to some extent in Private Sector . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
3	Not satisfactory in private sector . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
4	Satisfactory in government factories . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
5	Satisfactory . . . . .	1	—	2	2	1	1	1	—	—	—	1	1	—	1	1	—	11	23
6	Some disparities in wages are there . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
7	Satisfactory so far as Administrative part is concerned; there is no effective implementation . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1
8	This Act presents difficulties in the unorganised and rural sectors, like Agriculture . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	3	4
9	Not desirable to apply the act in all cases where neither sweated labour is employed nor exploitation is being done . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	9	10
10	Operation of the act should be extended only to those industries where wage paid is less than the minimum . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3
11	Not satisfactory . . . . .	2	2	—	2	2	—	3	5	1	—	—	1	—	—	2	—	8	28
12	Act is not applicable to our industries . . . . .	—	1	—	1	—	—	—	4	—	—	—	—	1	—	—	—	2	9
13	Fixation of minimum wages has added to the disturbance of Industrial Relations . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
14	Act is not applicable to Sugar Industry . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15	Act is not applicable to Indian Airlines Corporation . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
16	Act is not applicable to Mint . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1

TABLE No. 2-292—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
17	Act is not applicable to Mangawese Mining Industry . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
18	Act is not applicable to Textile Industry . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
19	Act is not applicable to Mining Industry . . . . .	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20	This needs elaborate study . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
21	No comments . . . . .	3	4	7	15	2	2	2	9	5	3	—	9	—	2	4	1	88	156
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-292

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 162 (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory ?	Industry-wise Distribution of Respondents (Unions)															Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others			
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16		
1	Not satisfactory in private factories . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
2	Satisfactory . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2		
3	Satisfactory so far as Administrative part is concerned but there is no effective implementation . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	1	2		
4	This Act presents difficulties in the unorganised and rural sectors, like Agriculture . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
5	Not satisfactory . . . . .	7	—	—	7	—	—	—	—	1	—	1	1	19	36		
6	Act is not applicable to our industries . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1		
7	Fixation of minimum wages has added to the disturbance of Industrial Relations . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	1		
8	No comments . . . . .	5	4	2	8	1	1	4	3	—	3	2	1	63	97		
TOTAL . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141		

TABLE No. 4-292  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 162 (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory?	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1		3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Satisfactory to some extent in private sector.	—	—	—	—	—	—	—	—	—	—	—	—	—	1
2	Not satisfactory in private factories	—	—	—	1	—	—	—	—	—	—	—	—	—	—
3	Satisfactory	—	1	—	—	—	—	—	—	—	—	—	—	—	6
4	Some disparities in wages are there	—	—	—	—	—	—	—	—	—	—	—	1	—	—
5	Satisfactory so far as Administrative part is concerned but there is no effective implementation	—	1	—	—	—	—	—	—	—	—	—	—	—	1
6	Not desirable to apply the Act in all cases where neither sweated labour is employed nor exploitation is being done	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	Operation of the Act should be extended only to those industries where wage paid is less than the minimum	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	Not satisfactory	1	11	—	5	2	1	—	5	—	—	—	—	—	3
9	Act is not applicable to our Industries	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10	Fixation of the minimum wages has added to the disturbance of Industrial Relations	—	1	—	—	—	—	—	—	—	—	—	—	—	1
11	Act is not applicable to Manganes Mining Industry	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12	Act is not applicable to Textile Industry	—	—	—	—	—	—	—	—	—	—	—	—	—	1
13	No comments	—	24	—	16	1	1	1	4	1	5	1	2	1	9
TOTAL		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-293

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q.No.162 : (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (b) Outline in detail the difficulties experienced in its implementation [Reply to part (b) only]	Government Departments										Enterprises /undertakings					Employers Associations				Workers unions					Others			Total									
		State										Private													Other Unions													
																									All India Unions (Industry-wise)					Research and Other Institutions								
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	17	18	19	20	21	22	23																
1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23															
1	Disparity in wages within the State which can be avoided by defining more clearly the principles underlying Minimum Wage fixation . . . . .	—	—	—	—	1	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	3														
2	Enforcement of general provisions to maintain Registers, slips etc. . . . .	—	2	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	—	—	4														
3	Checking of non-payment or less payment of minimum wages is extremely difficult . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	1	4	2	5	—	—	—	—	—	14														
4	Some provisions run counter to Indian Railways Act, 1890 and Indian Shipping Act, 1935, on which we are primarily governed . . . . .	—	—	—	9	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	10															
5	Provisions of daily hours and overtime are in conflict . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	2															
6	No difficulties . . . . .	—	—	2	5	1	—	—	1	—	—	—	—	1	—	—	—	—	—	—	—	—	11															
7	Difficulty of inspection frequently due to lack of staff, transportation . . . . .	—	—	—	—	—	—	—	2	—	—	—	—	—	1	—	1	2	—	—	—	1	8															
8	Administration does not take into account the existing conditions fully . . . . .	—	—	—	3	2	—	—	1	1	—	—	—	4	1	1	1	5	—	—	1	3	23															
9	Conflict of authorities between the State and the Centre. . . . .	—	—	—	—	—	—	—	1	—	—	—	—	1	—	—	—	1	—	—	—	—	3															
10	Does not define Minimum Wage and its content . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1															
11	Act does not apply to units employing less than 1000 workers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1															
12	Minimum wage fixed in our industry is much below the existing wage . . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	—	—	—	—	2															
13	Its scope is narrow . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	2															
14	Fixing and revising wages rates by amendments one after the other . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1															

TABLE No. 1-293—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
15	Duplication in fixing wages through Wage Boards and Minimum Wage Committees of employments already covered under the Act should be avoided . . .	—	—	—	—	—	—	—	—	—	—	—	4	—	—	—	—	—	—	—	—	4
16	Illiteracy among the employers and workers in rural areas. . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17	Inadequacy of enforcement staff in rural areas . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	2
18	Inspectors should exercise proper vigilance or tightening of enforcement machinery. . .	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	1	—	—	—	1	4
19	Periodical review of minimum wages . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1	1	4
20	Non-payment of minimum wages must be made an offence. . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21	Work is done through labour contract. . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
22	Various difficulties experienced as above	1	9	—	3	1	—	1	—	—	—	—	1	—	4	—	1	—	1	—	—	23
23	No comments . . .	17	7	21	49	39	3	19	8	2	2	2	69	2	31	11	34	11	14	28	30	399
Total . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-293

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number:	Q. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (b) Outline in detail the difficulties experienced in its implementation [Reply to part (b) only]	Industry-wise Distribution of Respondents (Employers)																		Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others		
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	Disparity in wages within the State which can be avoided by defining more clearly the principles underlying Minimum Wage fixation . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	1	3	
2	Enforcement of general provisions to maintain Registers, slips etc. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
3	Checking of non-payment or less payment of minimum wages is extremely difficult.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	2	
4	Some provisions run counter to Indian Railways Act, 1890 and Indian Shipping Act, 1935, on which we are primarily governed . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
5	Provisions of daily hours and overtime are in conflict . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	9	
6	No difficulties . . . . .	—	—	—	2	—	—	1	—	—	—	1	—	—	—	—	—	—	1	
7	Difficulty of inspection frequently due to lack of staff, transportation . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	2	
8	Administration does not take into account the existing conditions fully . . . . .	1	—	—	2	—	—	1	3	1	—	—	1	—	—	—	—	2	11	
9	Conflict of authorities between the State and the Centre . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1	2	
10	Minimum wage fixed in our industry is much below the existing wage . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
11	Its scope is narrow . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	
12	Duplication in fixing wages through Wage Boards and Minimum Wage Committees of employment already covered under the Act should be avoided . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	
13	Inadequacy of enforcement staff in rural areas . . . . .	1	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	1	4	
14	Inspectors should exercise proper vigilance or tightening of enforcement machinery . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
15	Periodical review of minimum wages . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	

TABLE No. 2-293—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
16	It does not define minimum wage and its contents and also does not apply to organizations employing below 1,000; and the principles underlying the minimum wages should be defined more clearly . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
17	Wage rates should be fixed and revised by suitable amendments and duplication in fixing wages through wage boards be avoided . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
18	Difficulty of inspection frequently due to lack of staff and transportation; but any way, the inspectors should exercise proper vigilance . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	2
19	Enforcement of general provisions to maintain Registers etc. and illiteracy among employers and workers in rural areas .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
20	Work is done through labour contract .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
21	Various difficulties are experienced in implementation . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
22	No comments . . .	5	9	9	17	3	3	2	13	5	3	—	9	2	4	5	1	103	193
TOTAL . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-293

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 162 :		REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)													Total
	1	2	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	
1	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Enforcement of general provisions to maintain registers, slips etc. . . . .		—	—	—	1	—	—	—	—	—	—	—	—	—	1
2	Checking of non-payment or less payment of minimum wages is extremely difficult		3	—	—	2	—	—	—	—	—	—	—	1	6	12
3	Some provisions run counter to Indian Railways Act, 1850 and Indian Shipping Act, 1935 on which we are primarily governed . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	—	—
4	Difficulty of inspection frequently due to lack of staff, transport facilities . . . .		—	—	—	1	—	1	—	—	—	—	—	1	1	4
5	Administration does not take into account the existing conditions fully . . . . .		2	—	—	1	—	—	1	—	—	—	—	—	4	8
6	Conflict of authorities between the State and the Centre . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
7	Does not define Minimum Wage and its content . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
8	Minimum Wage fixed in our industry is much below the existing wage or adjust it with price level . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
9	Its scope is narrow . . . . .		—	—	—	—	—	—	—	—	—	—	—	—	1	1
10	Inspectors should exercise proper vigilance or tightening of enforcement machinery		—	—	—	1	—	—	—	—	—	—	—	—	—	1
11	Periodical review of minimum wages . .		—	—	—	—	—	—	—	—	—	—	1	—	—	1
12	Various difficulties (A suitable combination of the difficulties given above) .		1	—	—	—	—	—	—	—	—	—	—	—	—	6
13	No comments . . . . .		6	4	2	9	1	—	4	3	1	3	2	1	67	103
TOTAL			12	4	2	15	1	1	5	3	1	3	3	3	88	14

TABLE No. 4-293  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 162. (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory? (b) Outline in detail the difficulties experienced in its implementation [Reply to part (b) only]	Central Trade Unions								Employers Associations					
		I.N.T.U.C.	Its affiliates	A.I.T.U.C.	Its affiliates	U.T.U.C.	Its affiliates	H.M.S.	Its affiliates	B.M.S.	Its affiliates	A.I.M.O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Disparity in wages within the State which can be avoided by defining more clearly the principles underlying Minimum Wage fixation. . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—
2	Enforcement of general provisions to maintain registers, slips etc. . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
3	Checking of non-payment or less payment of Minimum Wages is extremely difficult . . . . .	1	9	—	—	—	—	—	1	—	—	—	—	—	—
4	Some provisions run counter to Indian Railways Act, 1890 and Indian Shipping Act, 1935 on which we are primarily governed . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—
5	No difficulties . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
6	Difficulty of inspection frequently due to lack of staff, transport facilities . . . . .	—	1	—	—	1	—	—	—	—	—	—	—	—	2
7	Administration does not take into account the existing conditions fully . . . . .	—	1	—	1	1	—	—	1	—	—	—	—	—	4
8	Does not define Minimum Wage and its content . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—
9	Duplication in fixing wages through Wage Boards and Minimum Wage Committee should be avoided . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10	Inspectors should exercise proper vigilance or tightening of enforcement machinery . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—
11	Various difficulties (A suitable combination of the difficulties given above) . . . . .	—	1	—	2	—	—	—	1	—	—	—	—	—	1
12	No comments . . . . .	—	25	—	19	1	1	1	4	1	5	1	2	1	17
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-294

REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments				Enterprises/undertakings						Employers Associations				Workers unions				Others		Total
	Central	Labour	Others (including Local Bodies)	Central Sphere	State-Sphere	Co-operative	Private			Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Other Unions			Research and Other Institutions	Individuals	
							Large-size	Medium-size	Small-size							Large-size	Medium-size	Small-size			
3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	
1				1																	
2				9																	
3						1															
4														1							
5															1	2					
6																1					
7																		1			
8													5			1					
9																					
10		1												1	4	2	6			1	
11		2																			
12																					
13		3		2	1			2					2	2	1	1		1	1	3	20

Q. No. 162 :	
(a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory?	
(b) Outline in detail the difficulties experienced in its implementation	
(c) Offer suggestions against each difficulty or how best it could be overcome (see also Q. 210)	
[Reply to part (c) only]	
1 Formation of labour cooperatives in rural areas will solve the problem to some extent, in those sectors . . . . .	
2 Port administrations should be exempted from the operation of M.W. Act & Rules.	
3 Powers of inspection should be delegated to shop inspectors . . . . .	
4 Minimum Wage and its content should be defined . . . . .	
5 Act should be made applicable to all employments and also small and unregulated industries . . . . .	
6 Wage fixing machinery should be created	
7 Implementation of this Act should be entrusted to a special wing of the labour Directorates . . . . .	
8 Minimum Wages Committees or Boards should be appointed . . . . .	
9 Inspectors of Labour Department must be empowered to lodge claims on behalf of workmen, collect wages & pay it to them . . . . .	
10 Independent agency of the Labour Deptt. is needed (for collecting wage data) . .	
11 One Regional Committee should go into the question of minimum wage . . .	
12 It should be correlated with price and price index . . . . .	
13 Implementation machinery must be strengthened and adequately staffed .	

TABLE No.1-294—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
14	Time limit of six months for recovery of minimum wages should be extended to 3 years	—	—	—	—	—	—	—	1	—	—	—	1	—	—	—	1	—	—	—	—	3
15	Tea industry or some small scale industries should no longer be shown on the schedule of Minimum Wages Act	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	2
16	Combination relates to various factors given above	1	5	1	3	—	—	1	—	—	—	—	—	—	2	—	2	—	—	1	1	17
17	Act should be amended	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1	2
18	Centralisation & executive powers either with the Central Govt. or State Govt. is essential	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
19	Increase in minimum wages by State Govts. should be made in consultation with employers	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
20	Contract labour system should be analysed	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
21	Fixing of minimum wages after every five years is necessary	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
22	No comments	17	10	22	57	43	4	20	9	2	2	2	72	4	32	11	37	11	14	29	30	428
Total		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-294

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 162 :																				Total
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
	(a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory ? (b) Outline in detail the difficulties experienced in its implementation. (c) Offer suggestions against each difficulty on how best it could be overcome. (See also Q. No. 210) [Reply to part (c) only]																				
	All Plantations Mining including Coal Mining Sugar All Textiles Printing and Publishing Cement Iron and Steel Engineering including Machine tools & Scientific instruments Oil extraction, Refining and Distribution Banking Rail Transport Road Transport Air Transport Fertilizers Chemicals & Chemical Products Paper & Paper Pulp Others																				
1																					
1	Formation of Labour Co-operatives in rural areas will solve the problem to some extent, in those sectors . . .																				1
2	Port administration should be exempted from the operations of M. W. Act and Rules . . .																				1
3	Powers of inspection should be delegated to shop inspectors . . .																				1
4	Minimum Wages Committees or Boards should be appointed . . .																				1
5	It should be correlated with price and price index . . .																				1
6	The implementation machinery must be strengthened and adequately staffed . . .																				1
7	Time limit of six months for recovery of minimum wages should be extended to 3 years . . .																				1
8	Tea Industry or some small scale industries should no longer be shown on the schedule of Minimum Wages Act . . .																				1
9	Combination of various factors . . .																				1
10	Centralisation and executive powers either with the Central Govt. or State Govt. is essential . . .																				1
11	Increase in minimum wages by State Govts. should be made in consultation with employers . . .																				1
12	Contract labour system should be analysed . . .																				1
13	Fixing of minimum wages after every five years is necessary . . .																				1
14	No comments . . .																				1
	Total . . .																				248

TABLE No. 3-294

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
Q. No. 162 :															
(a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory?															
(b) Outline in detail the difficulties experienced in its implementation.															
(c) Offer suggestions against each difficulty on how best it could be overcome (See also Question No. 210). [Reply to part (c) only]															
1 Minimum wage and its contents should be defined . . . . .														1	1
2 Act should be made applicable to all employments and also small and unregulated industries . . . . .														3	3
3 Wage fixing machinery should be created . . . . .		1												—	1
4 Minimum Wages Committees or Boards should be appointed . . . . .		1												—	1
5 Inspectors of Labour Deptt. must be empowered to lodge claims on behalf of workmen, collect wages and pay it to them . . . . .														—	—
6 One Regional Committee should go into the question of minimum wage . . . . .		2			3		1						1	6	13
7 Implementation machinery must be strengthened and adequately staffed . . . . .														1	1
8 Time limit of six months for recovery of minimum wages should be extended to 3 years . . . . .		1			1							1	—	3	6
9 Act should be amended . . . . .														—	1
10 Combination of various factors . . . . .								1						—	1
11 No comments . . . . .		7	4	2	10	1		4	3	1	3	2	1	71	109
Total . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-294  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 162: (a) How far can the administration of the Minimum Wages Act, 1948 be considered to be satisfactory. (b) Outline in detail the difficulties experienced in its implementation. (c) Offer suggestions against each difficulty on how best it could be overcome. (See also Q. 210). [Reply to part (c) only]	Central Trade Unions						Employers Associations							
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Minimum Wage and its content should be defined . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
2	Act should be made applicable to all employments and also to small and unregulated industries . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—
3	Wage fixing machinery should be created . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
4	Inspectors of Labour Deptt. must be empowered to lodge claims on behalf of workmen, collect wages and pay it to them . . . . .	1	8	—	—	—	—	—	1	—	—	—	—	—	—
5	One regional committee should go into the question of minimum wages . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—
6	Implementation machinery must be strengthened and adequately staffed . . . . .	—	—	—	—	1	—	—	2	—	—	—	—	—	2
7	Time limit of six months for recovery of minimum wages should be extended to 3 years . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
8	Tea industry or small scale industries should no longer be shown on the schedule of Minimum Wages Act . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
9	Minimum wage and its content should be defined; should be made applicable to all employments, small and unregulated industries; Wage fixing machinery should be created . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
10	Act should be amended . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
11	Increase in minimum wages by State Govts. should be made in consultation with employers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12	A suitable combination of above . . . . .	—	1	—	1	—	—	—	—	—	—	—	—	—	—
13	No comments . . . . .	—	26	—	19	2	1	1	5	1	5	1	3	1	22
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-295  
REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 163 : (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory?	Government Departments					Enterprises/Undertakings					Employers Associations					Workers Unions					Others		Total	
		State					Private										Other Unions					Research and Other Institutions			Individuals
		Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size						
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23			
1	Yes	—	5	—	10	3	2	4	2	—	—	—	9	—	1	1	—	—	1	1	1	3	42		
2	No	1	5	1	19	9	1	9	4	1	1	2	31	3	16	3	17	1	2	3	2	131			
3	This is a controversial subject	—	—	—	2	2	—	—	—	—	—	—	5	—	1	1	1	—	—	—	1	12			
4	It is too early to say anything	1	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1	5			
5	Yes, as amended by the Supreme Court's judgement	—	1	1	—	1	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	5			
6	Yes, to a greater extent	—	1	—	—	1	—	—	—	—	—	—	1	1	3	2	3	—	—	—	—	12			
7	Bonus payments are governed by agreements	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1			
8	To some extent	—	1	—	—	—	—	—	1	—	—	—	2	1	1	1	—	—	—	—	—	7			
9	The Bonus Act is not applicable/Not in force	—	1	—	2	3	—	—	—	—	—	—	1	1	—	—	3	—	—	—	—	11			
10	It is beneficial to employees of unorganised sector	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1			
11	No comments	16	6	21	40	26	1	11	4	1	1	—	32	1	19	7	27	10	12	28	34	297			
TOTAL		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524			

TABLE No. 2-295  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 163(a) : Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Product	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	Yes . . . . .	—	3	3	3	2	1	1	1	1	1	—	—	1	5	1	—	7	30
2	No . . . . .	3	4	4	6	—	1	4	11	3	—	—	3	1	1	2	1	35	77
3	This is a controversial subject . . . . .	—	—	—	2	1	—	—	1	—	—	—	1	—	—	1	—	3	9
4	It is too early to say anything . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
5	Yes, as amended by the Supreme Court's judgement . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	3
6	Yes, to a greater extent . . . . .	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
7	Bonus payments are governed by agreements . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
8	To some extent . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	1	3
9	The Bonus Act is not applicable/not in force . . . . .	—	—	—	—	—	1	—	1	—	—	—	1	—	—	—	—	3	6
10	No comments . . . . .	3	1	3	9	2	—	1	4	2	2	1	7	—	—	4	2	75	116
TOTAL		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-295  
 REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 163: (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory?		Industry													Total
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Yes . . . . .	—	—	—	—	—	—	—	1	1	—	—	—	—	1	3
2	No . . . . .	4	1	1	1	—	1	3	—	—	1	—	1	26	42	
3	This is a controversial subject . . . . .	1	—	—	—	—	—	—	—	—	—	—	1	1	3	
4	Yes, to a greater extent . . . . .	1	—	—	—	2	—	—	—	—	—	1	1	4	9	
5	To some extent . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	3	3	
6	Not applicable/Not in force . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	3	4	
7	It is beneficial to employees in unorganised sector . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	
8	No comments . . . . .	6	3	3	1	9	1	—	1	2	—	2	1	49	76	
TOTAL . . . . .			12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-295  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 163(a) : Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory ?	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .	—	2	—	—	—	—	—	1	—	—	—	1	—	3
2	No . . . . .	—	6	—	13	3	—	—	3	1	1	1	2	—	14
3	This is a controversial subject . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
4	To a greater extent . . . . .	1	7	—	—	—	—	—	—	—	—	—	—	—	2
5	To some extent . . . . .	—	1	—	—	—	—	—	—	—	1	—	—	—	1
6	Not applicable/Not in force . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
7	It is beneficial to employees in unorganised sector . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
8	No comments . . . . .	—	21	—	8	—	2	1	5	—	3	—	—	1	4
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-296

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 163 :	Government Departments										Enterprises/Undertakings					Employers' Associations					Workers unions					Others		Total																																																																																																																																																																																																																																																																																																																																																																																																		
		State					Private					Central Organisations					State/Regional Branches					Other Associations/					Central Trade Unions					State/Regional Branches					All India Unions (Industry-wise)					Large-size			Medium-size			Small-size			Research and Other Institutions					Individuals																																																																																																																																																																																																																																																																																																																																																																							
		Central	Labour	Other (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size		Central Organisations	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches

TABLE No. 1-296—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
12	The 4% minimum bonus payable should be deleted . . . . .	—	—	—	2	1	1	1	2	—	—	—	8	—	—	—	—	—	—	—	1	16
13	Employers should be fair . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	2
14	Old L. A. T. Rule should be revived or the tax relate given on bonus should go to the worker. . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	3	1	3	—	—	—	—	8
15	Recommendations of Bonus Commission need modification so as to be applicable to Government undertakings . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	1
16	Law should be amended to give effect to the original recommendations of the Bonus Commission . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	2
17	A simple system of bonus should be evolved taking into account the fixation of wage structure . . . . .	—	—	—	1	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	3
18	Rate of return on paid up capital and reserves should be fixed in relation to bank rate or it should be changed . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	1	—	—	—	—	3
19	Minimum and maximum limit is not desirable. It should be as per profitability. . . . .	—	—	1	2	3	—	2	—	—	—	—	1	1	1	1	—	—	—	—	—	12
20	Inclusive of D.A. creates anomaly . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	1
21	There should be provision for rehabilitation and adequate return on capital and reserves . . . . .	—	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	—	—	2
22	It must be extended to all employees falling under the definition of a worker in the Industrial Disputes Act . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1	2
23	The Bonus Act should cover all undertakings run on commercial lines . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1	—	1	—	—	—	—	3
24	Maximum share distributable to workers should be 33.3% and providing similar share for Industry and share-holders . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
25	There should be provision for realisation and recovery irrespective of settlement . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	2
26	Undue weightage given to return on capital should be removed . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
27	Since Bonus payment is not dependent on profits, it should be applied to employees of ministerial sector . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
28	Ceiling of 20% be removed . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
29	Minimum bonus of 8½% without any ceiling should be provided of Commercial Amusement and Shopping Est. workers . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
30	Act must be applied everywhere irrespective of the size and the number of employees . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	—	—	—	—	2

TABLE No. 1-296—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
31	Bonus as per profit would serve as an incentive to higher category officers . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
32	Bonus should be linked with efforts of workers in achieving results . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
33	A ceiling should be fixed in the difference between the emoluments of higher paid officers and poor paid workers . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1
34	Enforcement machinery for payment of bonus should be created . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	1
35	Minimum and maximum limits should be raised . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
36	Rate of minimum bonus should be different in case of Small Scale Industries . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
37	Various suggestions as listed above . . .	—	4	—	2	1	—	2	1	—	—	—	9	—	5	2	2	—	—	2	—	30
38	No comments . . .	16	11	22	55	32	3	16	6	1	1	—	48	2	21	9	28	10	14	29	34	358
Total . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-296

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Q.No. 163 :																						
(a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965,																						
(b) If not, what are your suggestions ? (Reply to part (b) only)																						
Serial Number		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	Total
		All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizer	Chemicals & Chemical Products	Paper & Paper Pulp	Others				
1	Under the existing circumstances, the scheme as per the Bonus Act alone is satisfactory.	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	
2	The minimum percentage of bonus payable even in the case of loss should be amended.	2	2	3	—	2	—	—	1	—	—	—	1	—	—	1	—	—	10	22		
3	Capacity to pay should be taken into account.	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1	4		
4	Should be amended/modified.	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	2		
5	The minimum % of bonus in case of loss should be amended and the capacity to pay of the employer should be taken into account.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
6	Double benefits as bonus and kind payments in case of Agricultural Farm Workers should be avoided.	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
7	Some scheme should be evolved to link bonus with productivity ratio than with profits.	—	1	—	1	—	—	—	1	—	—	—	—	—	—	—	—	—	3	6		
8	The invalidation of the Sections 33, 34(2) and 37 of the Bonus Act should be accepted.	—	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	2	
9	L.A.T. formula with certain modifications would be better.	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	
10	The 4% minimum bonus payable should be deleted.	1	1	1	3	—	—	2	1	—	1	—	—	—	—	—	—	—	5	15		
11	A simple system of bonus should be evolved taking into consideration the fixation of wage structure.	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	
12	The minimum and maximum limits are not desirable. It should be as per profitability.	1	—	—	1	—	—	—	—	1	—	—	1	—	—	—	1	—	2	8		

TABLE No. 2-296

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
13	Inclusion of D.A creates anomalies .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
14	There should be provision for rehabilitation and adequate return on capital and reserves . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
15	Maximum share distributable to workers should be 33.3% with a similar share for industry and share-holders . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
16	Bonus as per profit would serve as an incentive to higher category of officers .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	1
17	Combination of various factors stated above . . . . .	—	—	—	2	—	—	1	2	2	—	—	—	1	—	—	—	7	15
18	No comments . . . . .	3	4	5	12	3	3	3	7	3	2	1	8	1	5	6	2	94	162
Total . . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-296

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q.No. 163 : (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory? (b) If not, what are your suggestions? (Reply to part (b) only)		Industry													Total
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	
1	Under the existing circumstances, the scheme as per Bonus Act alone is satisfactory . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
2	Capacity to pay of the industry should be taken into account . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
3	Should be amended/modified . . . . .	2	—	—	—	—	—	—	—	—	—	—	—	—	1	3
4	The invalidation of the Sections 33, 34(a) and 37 of the Bonus Act should be accepted . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	—	—	1
5	Gross profits should be taken into account and the dividend has to be declared on fixed capital only . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	L.A.T. formula or with certain modifications minus rehabilitation allowance would be better . . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	8	9
7	It should be a subject matter for collective bargaining . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1
8	Employers should be fair . . . . .	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1
9	Old L.A.T. rules should be revived or the tax rebate given on bonus should go to the worker . . . . .	1	—	—	2	—	—	—	—	—	—	—	1	4	8	
10	Recommendations of Bonus Commission need modification so as to be applicable to Govt. Undertakings . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
11	Law should give effect to the original recommendations of the Bonus Commission . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	2
12	Rate of return on paid up capital and reserves should be fixed in relation to Bank rate or it should be changed . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	2	3	



TABLE No. 3-296—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
26	A ceiling should be fixed in the difference between the emoluments of higher paid officers and lower paid workers .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
27	Enforcement machinery for payment of bonus should be created . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	1
28	Minimum and maximum limits should be raised . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
29	Rate of minimum bonus should be different in case of small scale industries .	—	—	—	—	—	—	—	—	—	—	—	1	—	1
30	A suitable combination of above . . . .	—	—	—	—	—	—	—	—	—	—	—	—	3	3
31	No comments . . . . .	7	3	1	8	1	—	3	3	—	2	2	1	53	84
Total . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

TABLE No. 4-296  
REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 163 : (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory? (b) If not, what are your suggestions? [Reply to part (b) only]	Central Trade Unions						Employers Associations							
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	1 Under the existing circumstances, the scheme as per the Bonus Act alone is satisfactory	—	—	—	—	—	—	—	—	—	—	—	—	—	—
2	2 The minimum % of bonus payable even in the case of loss should be amended	—	—	—	—	—	—	—	—	—	—	—	1	—	—
3	3 Capacity to pay of the industry should be taken into account	—	—	—	1	—	—	—	—	—	—	—	1	—	5
4	4 Should be amended/modified	—	1	—	1	—	—	—	—	—	—	—	—	—	—
5	5 Capacity to pay of the industry should be taken into account for the minimum % of bonus payable even in case of loss should be amended	—	—	—	—	—	—	—	—	—	—	—	—	—	—
6	6 Some scheme should be evolved to link bonus with productivity rates than with profits	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	7 The invalidation of the Sections 33, 34(2) and 37 of the Bonus Act should be accepted	—	—	—	—	—	—	—	—	—	—	—	—	—	1
8	8 L.A.T. formula with certain modifications would be accepted	—	1	—	—	—	—	—	—	—	—	—	—	—	—
9	9 It should be a subject matter for collective bargaining	—	1	—	6	2	—	—	—	—	—	—	—	—	1
10	10 The 4% minimum bonus payable should be deleted	—	—	—	—	—	—	—	—	—	—	—	—	—	—
11	11 Employers should be fair	—	—	—	1	—	—	—	—	—	—	—	—	—	4
12	12 Old L.A.T. Rule should be revived or the tax rebate given on bonus should go to the worker	1	7	—	—	—	—	—	—	—	—	—	—	—	—
13	13 Recommendations of the Bonus Commission need modification so as to be applicable to Govt. Undertakings	—	—	—	—	—	—	—	—	—	—	—	—	—	—

TABLE No. 4-236—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
14	Law should be amended to give effect to the original recommendations of the Bonus Commission . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—
15	A simple system of bonus should be evolved taking into account the fixation of wage structure . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
16	Rate of return on paid up capital and reserves should be fixed in relation to bank rate . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—
17	Minimum and maximum limit is not desirable. It should be as per profitability . . . . .	—	1	—	1	1	—	—	—	—	—	—	—	—	1
18	There should be provision for rehabilitation and adequate return on capital and reserves . . . . .	—	—	—	—	—	—	—	—	—	—	1	1	—	—
19	The Bonus Act should cover all undertakings run on commercial lines. . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—
20	Undue weightage given to return on capital should be removed . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
21	Combination of various factors . . . . .	—	1	—	2	—	—	—	—	1	2	—	—	—	3
22	No comments . . . . .	—	22	—	9	—	2	1	6	—	3	—	—	1	9
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-297

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Government Departments					Enterprises/Undertakings					Employers Associations				Workers unions				Others				Total
	State					Private									Other unions				Research and Other Institutions				
	Central	Labour	Others (including Local Bodies)	Central Sphere	State Sphere	Co-operative	Large-size	Medium-size	Small-size	Central Organisations	State/Regional Branches	Other Associations/Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size			Individuals		
1	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23		
1	1	3	—	1	—	—	—	—	—	—	—	—	—	1	2	2	—	—	—	1	1	12	
2	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	2	—	—	—	—	—	3	
3	—	1	—	—	—	—	1	1	—	—	—	2	—	3	—	2	—	—	—	—	—	10	
4	—	4	—	7	5	—	1	2	—	—	—	8	—	—	—	1	—	1	1	1	1	31	
5	—	1	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		
6	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	1		
7	—	1	1	4	1	—	3	—	—	—	1	4	—	—	—	—	—	—	—	—	15		
8	—	—	—	—	—	—	—	—	—	—	—	—	—	1	—	1	—	—	—	—	2		
9	—	—	—	1	—	—	1	—	—	—	—	3	3	3	1	4	—	—	—	—	16		
10	—	—	—	—	—	—	—	—	—	—	—	2	1	—	—	—	—	—	—	—	3		
11	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
12	17	10	22	60	39	4	18	8	1	2	1	65	3	34	12	38	11	14	31	38	428		
TOTAL	18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524		

Q. No. 163 :

- (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory ?
- (b) If not, what are your suggestions ?
- (c) How does the latest decision of the Supreme Court affect the scheme of the Act
- (Reply to part (c) only)

- 1 It has adversely affected certain employees who were getting more bonus prior to this . . . . .
- 2 Adversely affected the bonafide agreements of employers and employees . . . . .
- 3 Adversely affects . . . . .
- 4 Does not affect the general working of the Act . . . . .
- 5 No. of disputes will always be high . . . . .
- 6 Made the employers to manipulate to give workers only 40% bonus . . . . .
- 7 It is a step in the right direction . . . . .
- 8 The entire Act should have been reframed in the light of the decision . . . . .
- 9 Has some effects on the workers' earnings . . . . .
- 10 Has added further complications . . . . .
- 11 Various steps are required to implement the scheme. . . . .
- 12 No comments . . . . .

TABLE No. 2.297  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. 163(a) (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory? (b) If not, what are your suggestions? (c) How does the latest decision of the Supreme Court affect the scheme of the Act? (Reply to part (c) only)																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
			All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1 It has adversely affected certain employees who were getting bonus prior to this	—		—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	1
2 It has adversely affected the bonafide agreements of employers and employees.	—		—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
3 Adversely affects . . . . .	—		—	—	—	3	—	—	1	—	—	—	—	—	—	—	—	—	—	4
4 Does not affect the general working of the Act . . . . .	1		1	2	1	1	1	1	1	5	—	1	—	—	—	1	1	—	—	23
5 Number of disputes will always be high	—		—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
6 It is a step in the right direction . . . .	—		—	—	—	—	—	1	1	—	3	—	—	—	1	1	—	—	6	13
7 Has some effects on the workers' earnings	—		—	—	—	3	—	—	1	—	—	—	—	—	—	—	—	1	—	5
8 Has added further complications . . . .	—		—	1	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2
9 No comments . . . . .	6		6	6	8	15	4	1	2	12	2	2	1	12	1	4	7	2	113	198
TOTAL . . . . .	7		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-297  
REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 163 (a) (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory? (b) If not, what are your suggestions? (c) How does the latest decision of the Supreme Court affect the Scheme of the Act? (Reply to part (c) only)	Industry-wise Distribution of Respondents (Unions)															Total
		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Yes . . . . .			1	—	—	1	—	1	1	—	—	—	—	—	1	5
2	No . . . . .			—	—	—	—	—	—	2	—	—	—	—	—	—	2
3	This is a controversial subject. . . . .			1	—	—	1	—	—	—	—	—	—	—	—	3	5
4	It is too early to say . . . . .			—	—	—	—	—	—	—	1	—	—	—	1	—	2
5	Yes, to a great extent. . . . .			—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	To some extent . . . . .			1	—	—	—	—	—	—	—	—	—	—	—	1	2
7	The Bonus Act is not applicable/ not in force . . . . .			1	—	—	—	—	—	—	—	—	—	—	1	6	11
8	It is beneficial to employees of unorganised sector . . . . .			—	—	—	—	—	—	—	—	—	—	—	—	1	1
9	No comments . . . . .			8	4	2	10	1	—	2	2	1	3	3	1	75	112
TOTAL . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141		

TABLE No. 4-297  
 REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. No. 163 (a) (a) Is the scheme for payment of annual bonus embodied in the Payment of Bonus Act, 1965, satisfactory ? (b) If not, what are your suggestions ? (c) How does the latest decision of the Supreme Court affect the Scheme of the Act ? (Reply to part (c) only)	Central Trade Unions								Employers Associations					
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	It has adversely affected certain employees who were getting annual bonus prior to this . . . . .	—	4	—	—	—	—	—	—	—	—	—	—	—	—
2	Adversely affected the bonafide agreements of employers and employees . . . . .	—	2	—	—	—	—	—	—	—	—	—	—	—	1
3	Adversely affects . . . . .	—	2	—	1	—	—	—	1	—	—	—	—	—	—
4	Does not affect the general working of the Act . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	5
5	It is a step in the right direction . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	1
6	The entire Act should have been reframed in the light of the decision . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—
7	Has some effects on the workers' earnings . . . . .	1	7	—	—	2	—	—	1	—	—	—	—	—	3
8	Has added further complications . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—
9	No comments . . . . .	—	21	—	21	—	2	1	6	1	5	1	2	1	16
TOTAL . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26

TABLE No. 1-298

## REPLIES TO THE QUESTIONNAIRE—CATEGORY-WISE DISTRIBUTION OF RESPONDENTS

Serial Number	Q. No. 164 What should be the place of bonus payments in the future system of remuneration ?	Government Departments					Enterprises/undertakings					Employers Associations					Workers unions					Others			Total
		State		Central Sphere	State Sphere	Co-operative	Private			Central Organisations	State/Regional Branches	Other Associations/ Organisations	Central Trade Unions	State/Regional Branches	All India Unions (Industry-wise)	Large-size	Medium-size	Small-size	Research and Other Institutions	Individuals					
		Central	Labour				Others (including Local Bodies)	Large-size	Medium-size												Small-size				
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23			
1	The ideal system would be one in which the basic wage fixed include bonus also, as bonus is now considered, as deferred wages . . . . .	—	—	—	1	—	1	1	—	—	—	—	2	—	—	—	—	—	—	—	—	—	5		
2	If bonus linked with productivity can be paid monthly and the balance whatever is left at the year end, can be distributed under the Bonus Act . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
3	Bonus should be included as a permanent feature . . . . .	—	1	—	4	—	—	1	—	—	—	—	—	1	3	1	5	—	—	1	—	—	17		
4	Bonus Act does not apply to us . . . .	—	1	—	10	1	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	13		
5	Bonus must be paid only if there are profits in a concern . . . . .	1	—	1	7	6	1	2	2	—	—	—	19	—	1	—	2	—	—	—	—	—	42		
6	General bonus payments should have no place in future and production bonus should be encouraged . . . . .	—	—	—	3	—	—	1	—	1	—	—	3	—	—	—	—	—	—	—	—	—	8		
7	May be done wherever possible . . . .	—	—	—	1	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3		
8	Present system should continue . . . .	—	2	—	1	1	—	—	1	—	—	—	1	1	1	3	2	—	—	—	—	—	13		
9	Bonus should be compulsory . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	3	—	1	—	1	—	5		
10	Should confine only to the statutory payment . . . . .	—	—	—	—	—	—	—	1	—	—	—	3	—	—	—	—	—	—	—	—	—	4		
11	It has become a statutory benefit which will continue in future . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1		
12	Will continue to be paid as per the Bonus Act . . . . .	—	—	—	2	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2		



TABLE No. i.298—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23
31	It should be replaced by "payment by result" system and should be restricted to the maximum limit only provided in the Act . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—
32	It should be a matter of collective bargaining; payment of bonus should be linked to productivity . . . . .	—	—	—	—	—	—	1	—	—	—	1	—	—	1	—	—	—	—	—	—	—
33	It should be a deferred payment payable on a certain contingency only ; will continue to be paid as per the Bonus Act . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—
34	Bonus must be paid only if there are profits in a concern; payment of bonus should be linked to productivity ; bonus should be included as a permanent feature . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—
35	Payment of bonus should be linked to productivity ; until the gap between living and actual wage is abridged, bonus should continue . . . . .	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—
36	No comments . . . . .	16	6	22	25	30	2	12	6	—	2	1	38	2	22	9	31	10	12	30	33	309
TOTAL . . . . .		18	21	23	74	45	4	24	11	2	2	2	84	7	42	15	51	11	15	33	40	524

TABLE No. 2-298

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (EMPLOYERS)

Serial Number	Q. No. 164 : What should be the place of bonus payments in the future system of remuneration ?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing and Publishing	Cement	Iron and Steel	Engineering including Machine tools and Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Air Transport	Fertilizers	Chemicals & Chemical Products	Paper & Paper Pulp	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	The ideal system would be one in which the basic wage fixed includes bonus also, as bonus is now considered as deferred wages . . . . .	—	—	1	—	—	—	—	—	1	—	—	—	—	1	—	—	2	5
2	If bonus linked with productivity can be paid monthly and the balance, whatever is left at the year end, can be distributed under the Bonus Act . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
3	Bonus should be included as a permanent feature . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	1	1	—	—	2	5
4	Bonus Act does not apply to us . . . . .	—	—	—	—	—	—	—	—	—	—	—	1	1	—	—	—	10	12
5	Bonus must be paid only if there are profits in a concern . . . . .	2	4	2	3	2	—	2	2	—	—	—	3	—	2	1	—	14	37
6	General bonus payments should have no place in future and production bonus should be encouraged . . . . .	—	—	—	1	—	—	—	2	—	2	—	—	—	—	—	—	3	8
7	May be done wherever possible . . . . .	—	1	—	—	—	—	—	—	1	—	—	1	—	—	—	—	—	3
8	Present system should continue . . . . .	—	—	—	2	1	—	—	—	—	—	—	—	—	—	—	—	1	4
9	Should confine only to the statutory payment . . . . .	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	2	4
10	It has become a statutory benefit which will continue in future . . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
11	Will continue to be paid as per the Bonus Act . . . . .	—	—	—	—	—	—	2	—	—	—	—	—	—	—	—	—	—	2
12	Bonus should be linked to efficiency rather than profit . . . . .	—	—	—	2	—	—	—	1	—	—	—	—	—	—	—	—	1	4
13	It should be a deferred payment payable on certain contingency only . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2

TABLE No. 2-298—(contd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
14	It should remain as a part of remuneration and be paid on industry-cum-region-wise basis at a uniform rate . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
15	It should be a matter of collective bargaining . . . .	—	—	—	—	—	—	—	1	1	—	—	—	—	—	—	—	—	2
16	Payment of bonus should be linked to productivity . . . .	1	1	—	—	—	—	—	2	—	—	—	—	—	—	—	1	5	10
17	It occupies a prominent place in the system of remuneration . . . .	—	—	—	1	—	1	—	1	—	—	—	—	—	1	3	—	4	11
18	Until the gap between living and actual wage is abridged, bonus should continue . . . .	—	—	—	2	—	—	—	2	—	—	—	—	—	1	—	—	1	6
19	Bonus earned should be paid into some deposit scheme . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
20	Payment of bonus should apply to public sector also . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
21	Since it is a burden to society, it should be abolished . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	2	2
22	Bonus should be taken into account while fixing wages . . . .	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	—	1	2
23	Small scale industries need some relief in the application of the Act . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
24	Depends on the performance of the industry; it should remain as a part of remuneration and be paid on industry-cum-region-wise basis at a uniform rate . . . .	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	—	—	1
25	It should be replaced by "payment by result" system and should be restricted to the maximum limit only provided in the Act . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1	1
26	It should be a matter of collective bargaining; payment of bonus should be linked to productivity . . . .	—	—	—	—	—	—	—	—	1	—	—	—	—	—	—	—	1	2
27	Bonus must be paid only if there are profits in a concern; payment of bonus should be linked to productivity; bonus should be included as permanent feature . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
28	Payment of bonus should be linked to productivity; until the gap between living and actual wage is abridged, bonus should continue . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	—	1
29	No comments . . . .	4	1	7	10	2	1	1	4	2	1	1	7	—	—	4	1	70	116
TOTAL . . . .		7	9	10	22	5	3	6	18	6	3	1	12	2	6	8	3	127	248

TABLE No. 3-298

## REPLIES TO THE QUESTIONNAIRE—INDUSTRY-WISE DISTRIBUTION OF RESPONDENTS (UNIONS)

Serial Number	Q. No. 164: What should be the place of bonus payments in the future system of remuneration?	All Plantations	Mining including Coal Mining	Sugar	All Textiles	Printing & Publishing	Cement	Iron and Steel	Engineering including Machine tools & Scientific Instruments	Oil extraction, Refining and Distribution	Banking	Rail Transport	Road Transport	Others	Total
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	Bonus should be included as a permanent feature . . . . .	2	—	—	3	—	—	—	—	—	—	—	1	4	10
2	Bonus must be paid only if there are profits in a concern . . . . .	1	—	—	—	—	—	1	—	—	—	—	—	1	3
3	Present system should continue . . . . .	—	—	—	—	—	1	1	—	1	1	—	—	3	7
4	Bonus should be compulsory . . . . .	1	—	—	1	—	—	—	1	—	—	—	—	1	4
5	Bonus should be linked to efficiency rather than profit . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
6	Payment of bonus should be linked to productivity . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
7	It occupies a prominent place in the system of remuneration . . . . .	—	1	1	—	—	—	2	—	—	—	—	—	9	13
8	In industry where a living wage is not paid, system of bonus payment must continue . . . . .	—	—	—	1	—	—	—	—	—	—	—	—	—	1
9	Until the gap between living and actual wage is abridged, bonus should continue . . . . .	1	—	—	1	—	—	—	—	—	—	—	1	7	10
10	Future payment of bonus should be made after suitably modifying the Act . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	2	2
11	It should be a matter of collective bargaining, payment of bonus should be linked to productivity . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	1	1
12	It should be deferred payment payable on a certain contingency only; will continue to be paid as per the Bonus Act . . . . .	1	—	—	—	—	—	—	—	—	—	—	—	1	2
13	No comments . . . . .	6	3	1	9	1	—	1	2	—	2	3	1	57	86
TOTAL . . . . .		12	4	2	15	1	1	5	3	1	3	3	3	88	141

## REPLIES TO THE QUESTIONNAIRE—DISTRIBUTION OF RESPONDENTS—UNION/ASSOCIATION-WISE

Serial Number	Q. 164 : What should be the place of bonus payments in the future system of remunerations ?	Central Trade Unions						Employers Associations							
		I. N. T. U. C.	Its affiliates	A. I. T. U. C.	Its affiliates	U. T. U. C.	Its affiliates	H. M. S.	Its affiliates	B. M. S.	Its affiliates	A. I. M. O.	Its affiliates	Council of Indian Employers	Its affiliates
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
1	The ideal system would be one in which the basic wage fixed includes bonus also, as bonus is now considered as deferred wages . . . . .	—	—	—	—	—	—	•	—	—	—	—	—	—	—
2	Bonus should be included as a permanent feature . . . . .	1	8	—	—	—	—	—	—	—	—	—	—	—	—
3	Bonus Act does not apply to us . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	3
4	Bonus must be paid only if there are profits in a concern . . . . .	—	2	—	1	—	—	—	—	—	—	—	—	—	6
5	General Bonus payments should have no place in future and production bonus be encouraged . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	2
6	May be done wherever possible ; . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
7	Present system should continue . . . . .	—	2	—	2	1	—	—	—	—	—	—	—	—	—
8	Bonus should be compulsory . . . . .	—	1	—	—	—	—	—	1	—	—	—	—	—	—
9	It should remain a part of remuneration and be paid on industry-region-wise basis at uniform rate . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
10	It should be a matter of collective bargaining . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
11	Payment of Bonus should be linked to productivity . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
12	It occupies a prominent place in the system of remuneration . . . . .	—	3	—	3	1	—	—	2	—	1	—	—	—	4
13	In industries where a living wage is not paid, system of bonus payment must continue . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—

TABLE No. 4-298—(cont'd.)

1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
14	Until the gap between the living wage and actual wage is abridged, Bonus should continue . . . . .	—	—	—	5	—	—	—	—	1	—	—	—	—	1
15	Future payment of Bonus should be made after suitably modifying the Act . . . . .	—	1	—	—	—	—	—	—	—	—	—	—	—	—
16	It should be replaced by "Payment by result" system and restricted to the maximum limit only provided in the Act . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
17	It should be a matter of collective bargaining ; payment of bonus should be linked to productivity . . . . .	—	—	—	1	—	—	—	—	—	—	—	1	—	—
18	Bonus should be a deferred payment payable on a certain contingency only ; it must be paid only if there are profits in a concern . . . . .	—	—	—	—	1	—	—	—	—	—	—	—	—	—
19	Payment of bonus should be linked to productivity. Until the gap between living wage and actual wage is abridged, bonus should continue . . . . .	—	—	—	—	—	—	—	—	—	—	—	—	—	1
20	No comments . . . . .	—	20	—	10	—	2	1	6	—	4	1	1	1	4
Total . . . . .		1	38	—	22	3	2	1	9	1	5	1	3	1	26